

TO: Personnel Board
FROM: Mike Lipski, Human Resources
DATE: February 19, 2015
SUBJECT: Building and Trades hourly classifications

The collective-bargaining agreement for the Building and Trades bargaining unit includes the following language:

D. Temporary/Hourly Employees:

All employees hired by the City on a temporary basis, i.e., for a season or limited period of time and not through the civil service procedure, to perform bargaining unit work, are defined as "hourly employees". The selection of hourly employees shall be accomplished through the hiring hall of the craft unions involved from bench lists maintained by said unions.

The City agrees that hourlies will be kept at the lowest number consistent with the City's needs and that hourlies will not be used to avoid filling regular full-time or regular part-time positions through the civil service procedure.

Hourlies shall be limited to 1,200 hours of continuous or regularly scheduled work in a payroll year. In keeping with the above intent, the City shall not serialize or rotate the hourlies in to the same continuous work assignments (i.e., can not rotate hourlies in or out of a job to provide a continuously filled position).

Hourlies shall be paid the Area Standard Wage Rate for the craft involved as from time to time reported to the City by the Union, but shall receive none of the fringe benefits set forth herein. Hourlies shall be paid overtime rates of pay in accordance with the Collective Bargaining Agreement.

While the contract includes the language, no salary schedule or classifications were established to allow the City to implement this language. Now, City Engineering is seeking to hire an hourly electrician pursuant to this language. As a result, classifications must be created to accommodate this request. In order to do so, I recommend the following hourly classifications be created in CG71 Range 00:

Electrician	Painter	Carpenter	Plumber
Electrician Apprentice	Painter Apprentice	Carpenter Apprentice	Plumber Apprentice

The wage rates would be established by the Union at the time of hire pursuant to the above contract language. We have prepared the necessary Resolution to implement this recommendation.

cc: Rob Phillips-City Engineer
Kathy Cryan-Engineering Operations Manager
Greg Leifer-Employee and Labor Relations Manager
Payroll