

Collective Bargaining Administration Perspective

Work Group Meeting

May 9, 2022



How do we get started?

- Collective bargaining will take time to implement
- The city will need to procure Labor Relations Administrator(s) depending on the number of units and scope
- Depending on the number of units and scope, staff will need to be hired to implement, manage, and train
- Existing staff's time from numerous departments will also need to be dedicated to implement negotiations and approvals
- Time will be needed to develop policies, procedures, and systems to accommodate requirements of collective bargaining

How much will it cost?

FY 2023 Estimated Start-Up City Costs to Implement Collective Bargaining

ITEM	AMOUNT
1x Labor Relations Manager, 1x Labor Relations Analyst, 1x Assistant City Attorney, 1x Labor Payroll Accountant	\$190,000
Labor Relations Administrator/Board and other operating costs (external legal support, etc.)	\$150,000
Estimated FY 2023 Total	\$340,000

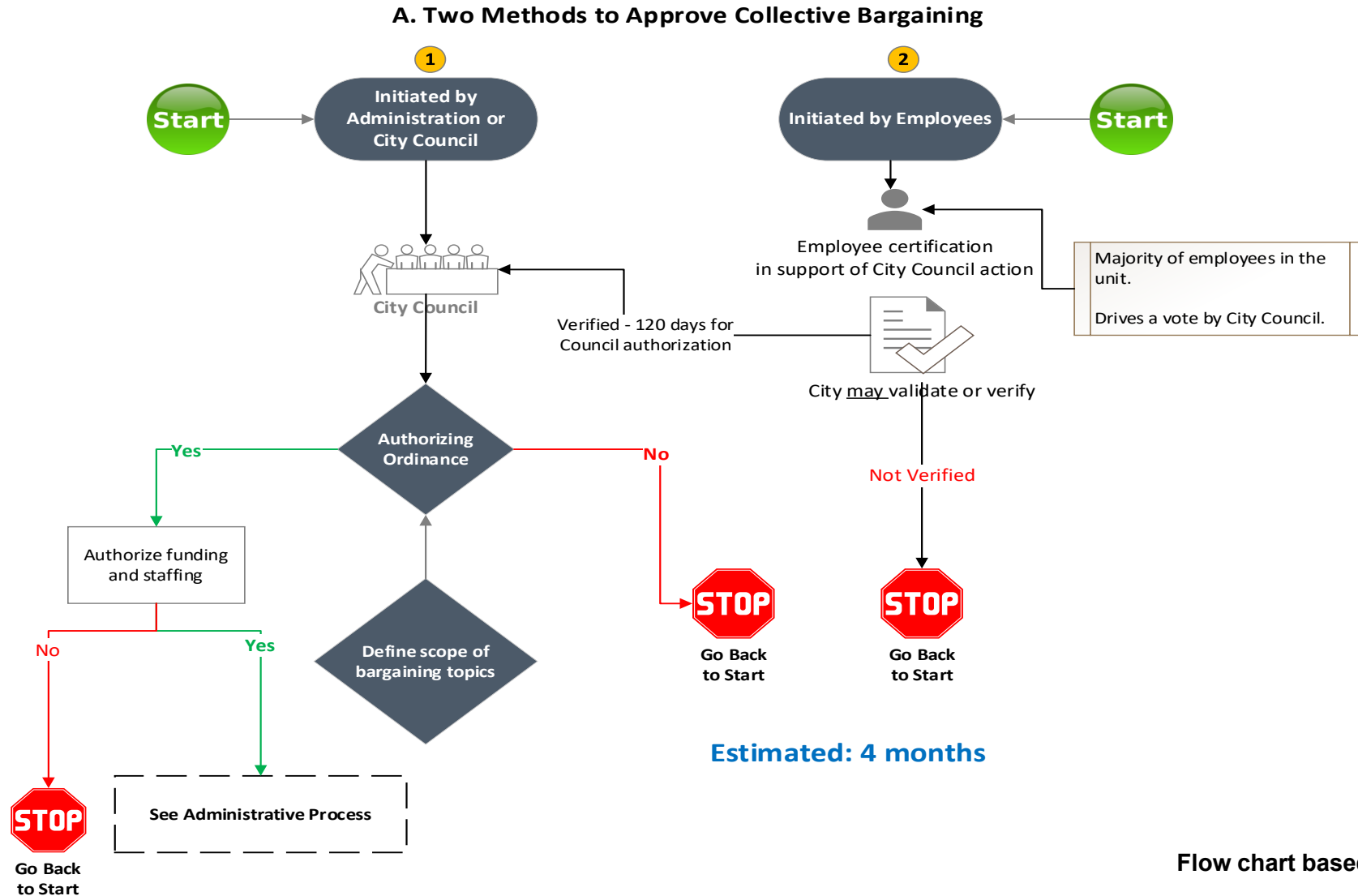
Assumes FY 2023 Q2 start dates with midpoint of salary range and associated employment benefits

FY 2024 Estimated Ongoing Costs to Actively Collectively Bargain

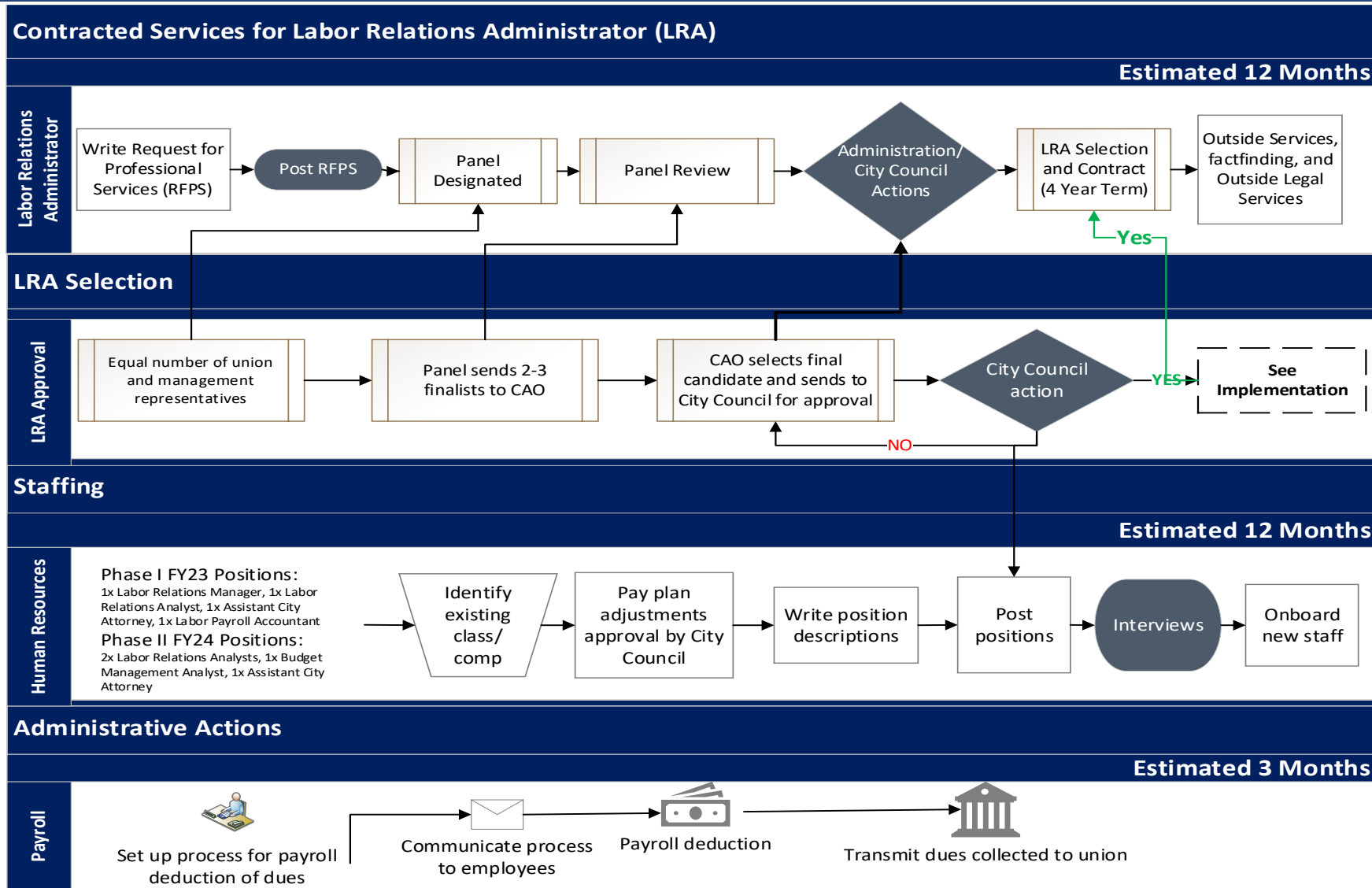
ITEM	AMOUNT
All personnel listed in Table 2 above, <u>plus</u> 2x Labor Relations Analysts, 1x Budget Management Analyst, 1x Assistant City Attorney	\$800,000
Labor Relations Administrator/Board and other operating costs (external legal support, etc.);	\$400,000
Estimated Ongoing Total	\$1,200,000

(Assumes FY 2024 Q1 start dates with midpoint of salary range, associated employment benefits, and general employee pay increase assumption)

2. How does collective bargaining get approved

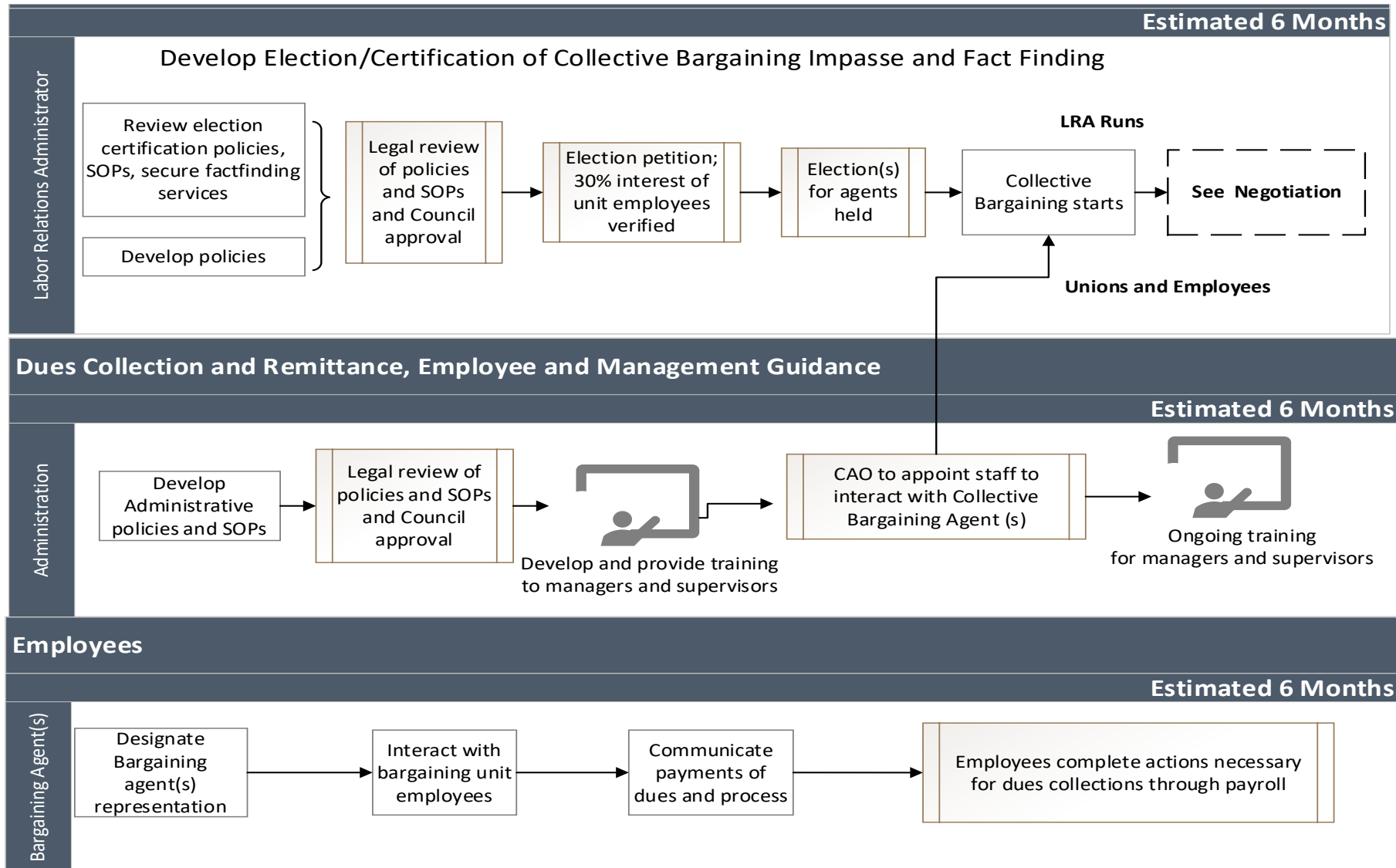


2. Administrative Process, Post Authorization - Implementation



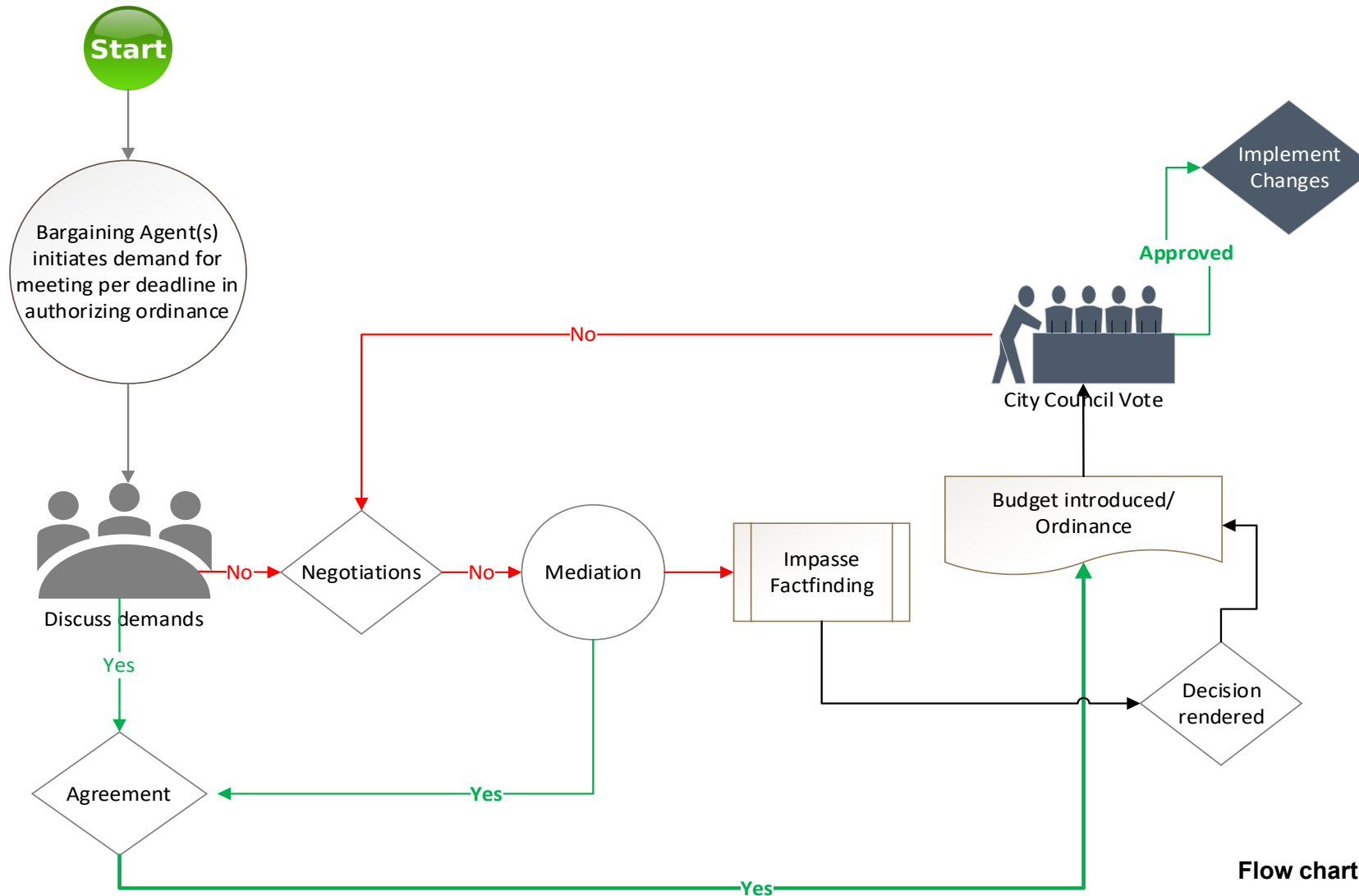
Flow chart based on Mayor Stoney's paper.

3. Selecting a Labor Relations Administrator



Flow chart based on Mayor Stoney's paper.

4. Negotiations



Flow chart based on Mayor Stoney's paper.

Need to implement effectively

Keeping employees at the forefront:

- Develop policies, procedures, and necessary communication materials
- Train supervisors and management
- Update systems as needed
- Consider requests and plan accordingly

Impact on current activities

- Employee Relations Committee (COR-Connect)
- Public Safety Pay Plan Work Group
- Other healthcare and benefit package considerations
- FY 2024 and beyond compensation reform
- Engagement sessions with the CAO (i.e.: brown bag lunches)
- Individual recognition incentives, raises, and promotions
- Interaction of Administration/City Council with employees on authorized bargaining areas
- Ability to manage workload and schedules

Impact to management rights

The Administration will not be able to:

- Determine or adjust the number of employees to perform work
- Hire, promote, transfer, assign, retain, classify, suspend, demote, discharge, or take other disciplinary action
- Adjust workforce levels due to:
 - Lack of work
 - Changes in working conditions requirements
 - Changes in service levels
 - Efficiency measures or streamlining of service delivery

Impact to management rights (continued)

- Contract, expand sell, transfer, convey, eliminate or change operations of general government, departments, or offices
- Set or change standards of behavior, performance, and staffing levels, job qualifications, and job descriptions
- To retain the ability and authority to continue to implement its administrative regulations in the management of probationary employees

Discussion