

# 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
<b>Estimated FY 2023 Total</b>	<b>\$340,000</b>

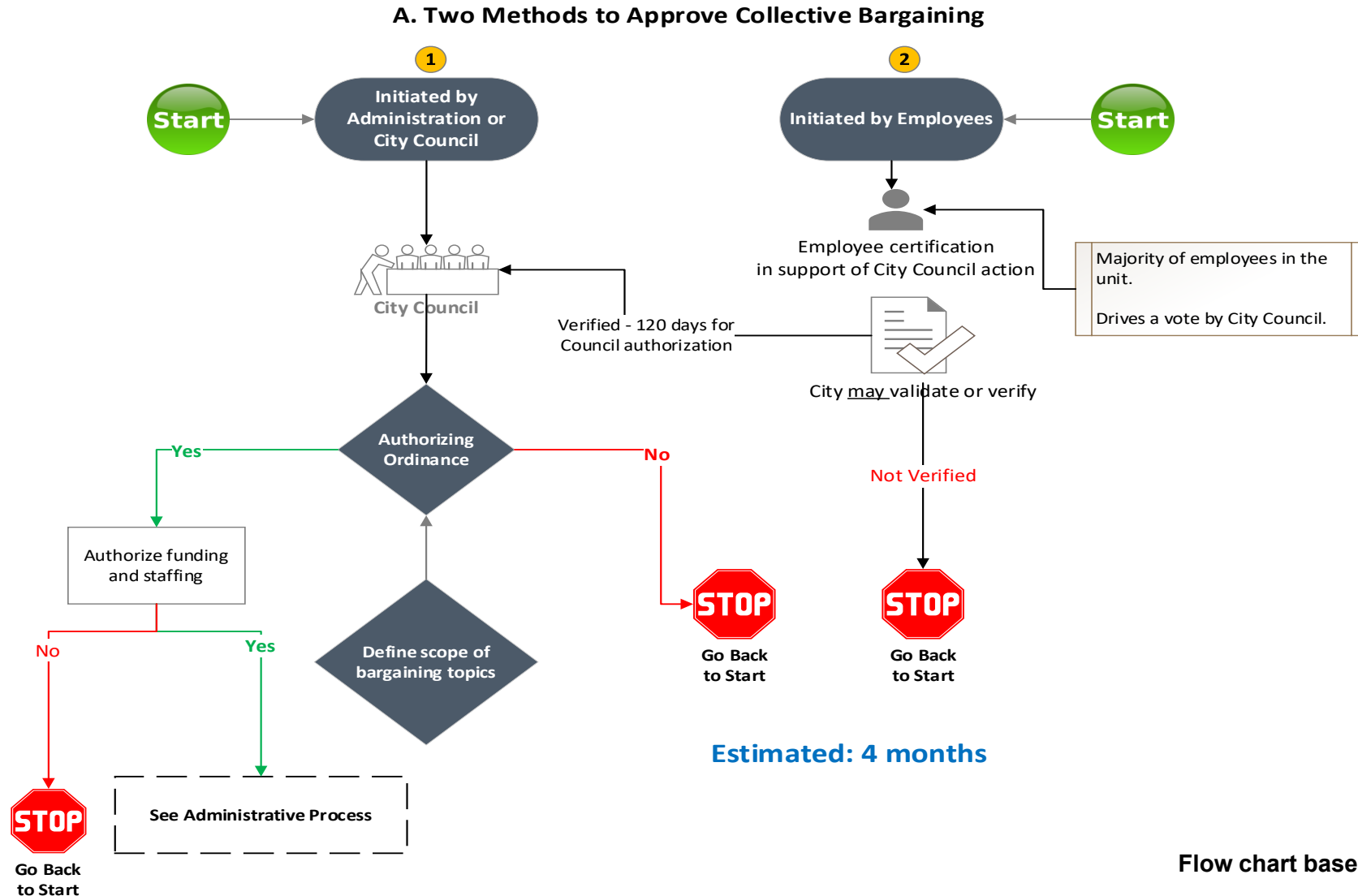
Assumes FY 2023 Q2 start dates with midpoint of salary range and associated employment benefits

## *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
<b>Estimated Ongoing Total</b>	<b>\$1,200,000</b>

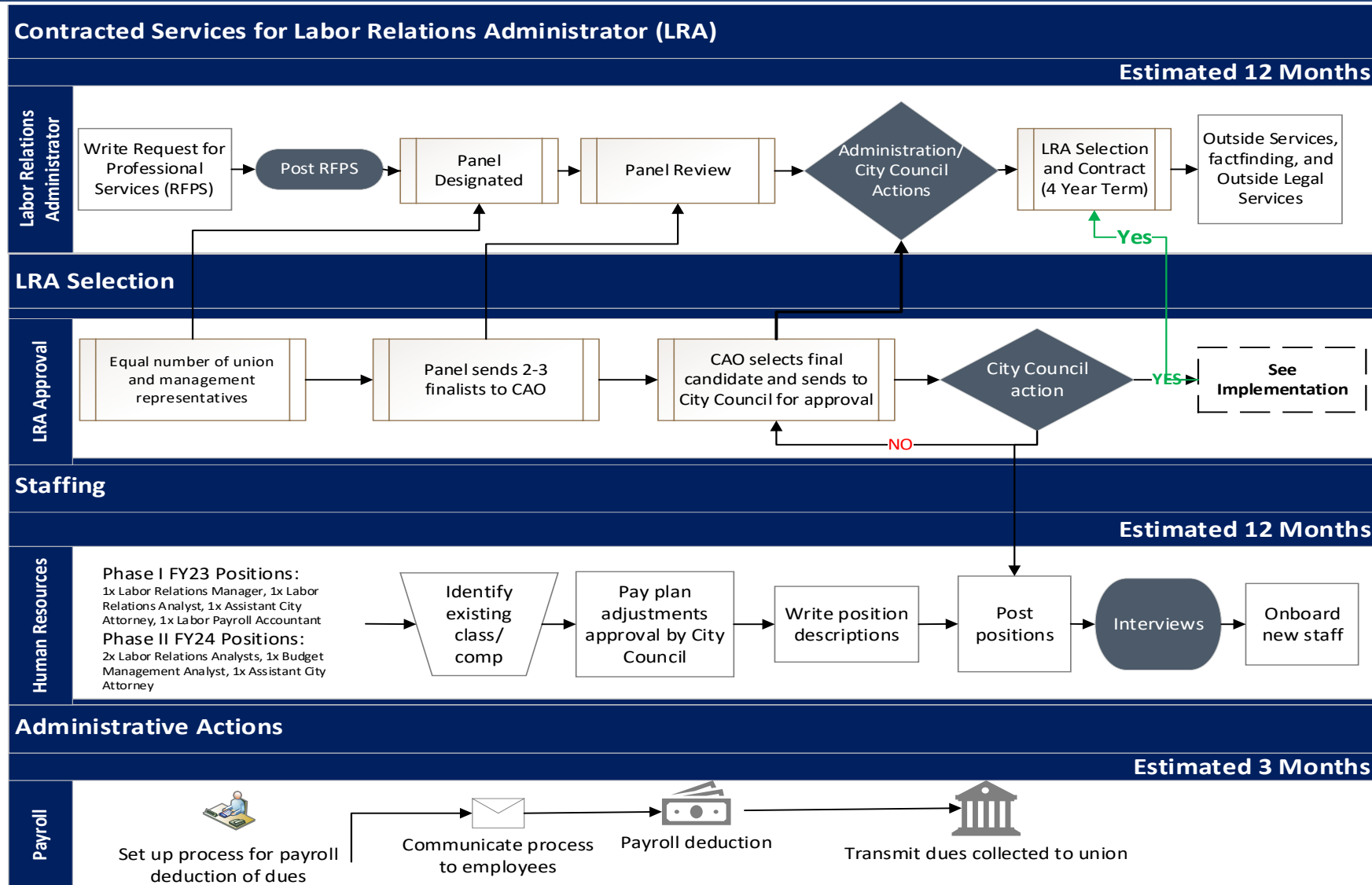
(Assumes FY 2024 Q1 start dates with midpoint of salary range, associated employment benefits, and general employee pay increase assumption)

# 2. How does collective bargaining get approved



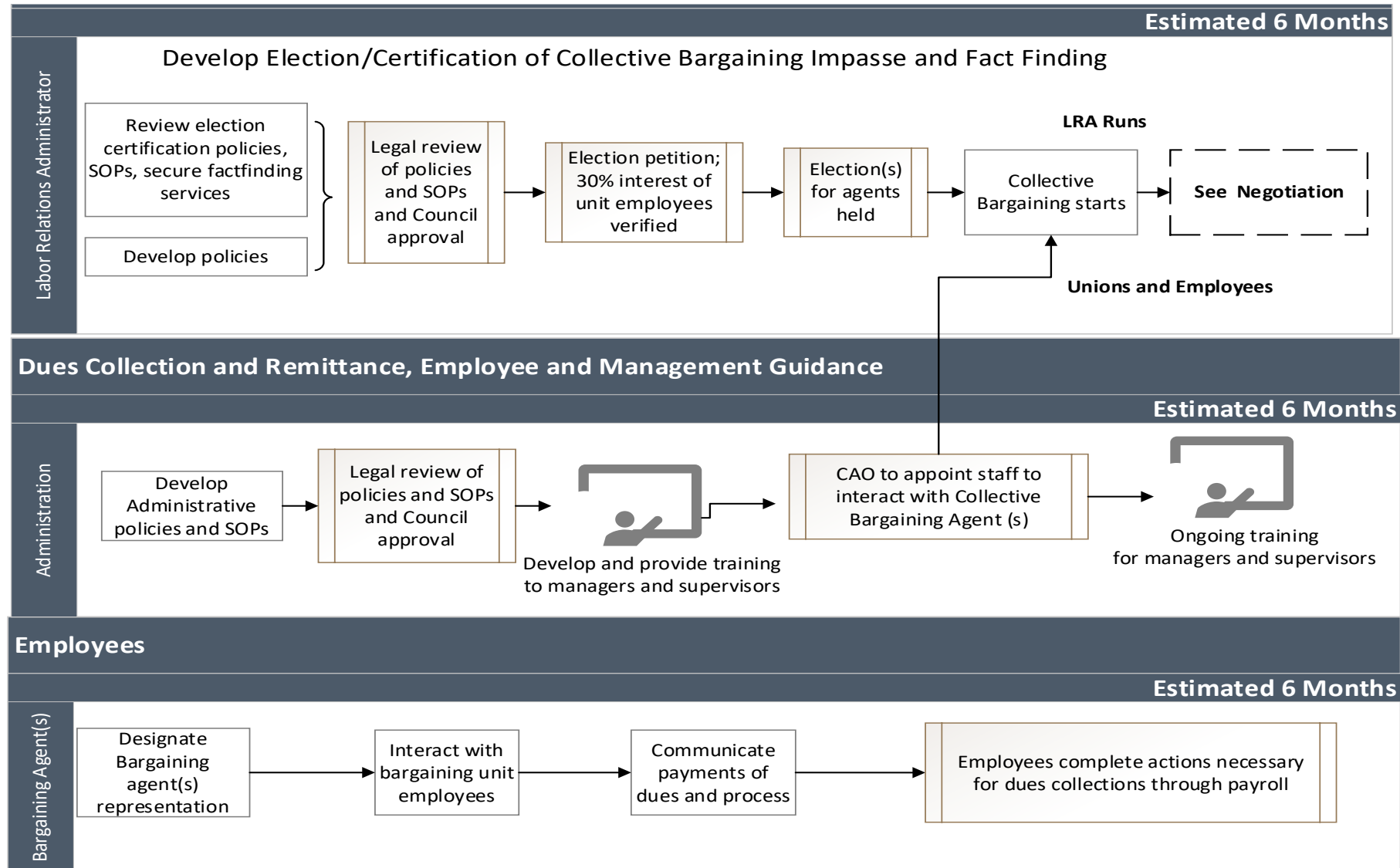
Flow chart based on Mayor Stoney's paper.

# 2. Administrative Process, Post Authorization - Implementation



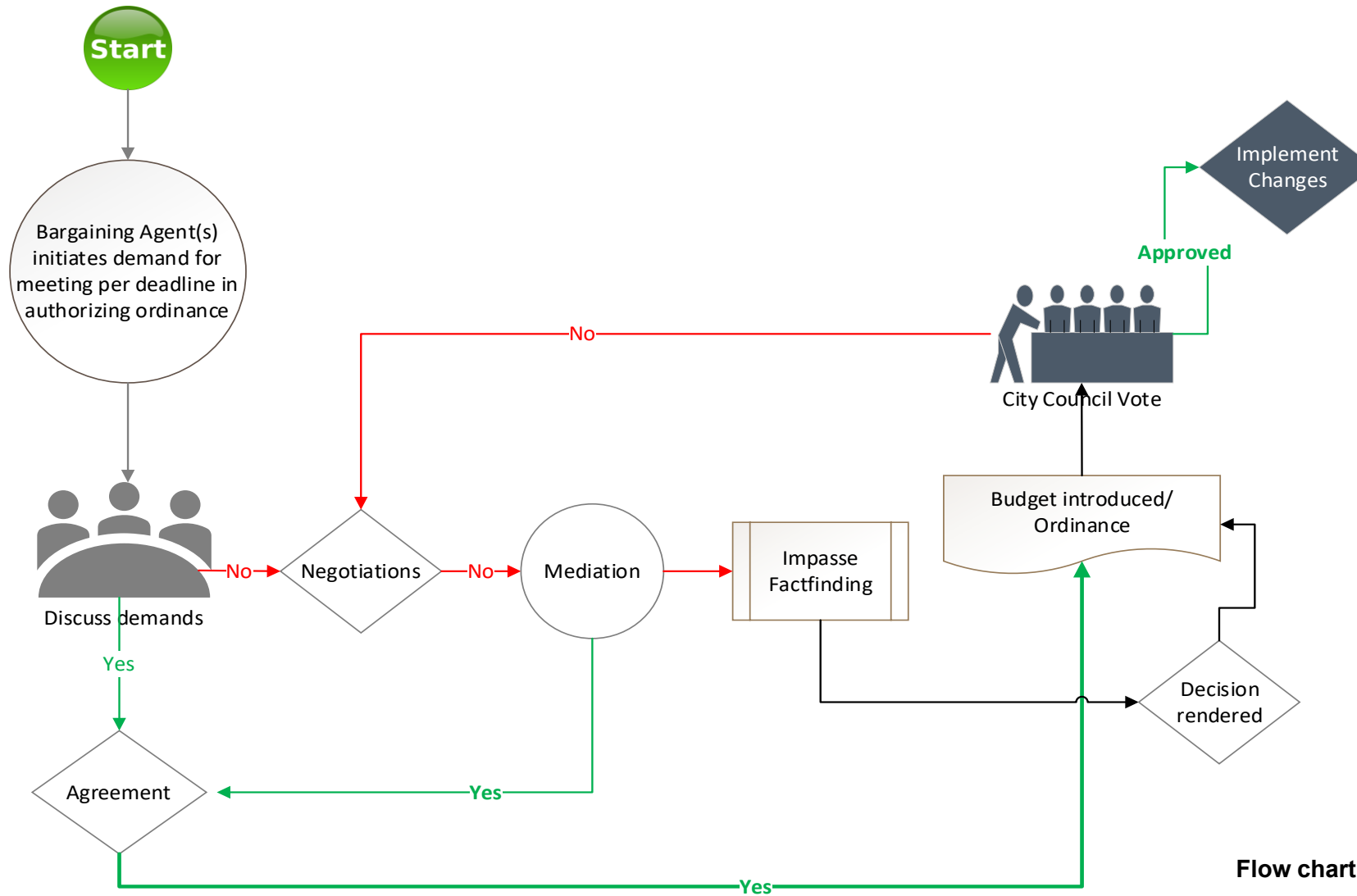
Flow chart based on Mayor Stoney's paper.

# 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