



*City of Arts & Innovation*

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# City Council Memorandum

*City of Arts & Innovation*

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**TO: HONORABLE MAYOR AND CITY COUNCIL DATE: OCTOBER 25, 2016**

**FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL**

**SUBJECT: UPDATED 2016 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, UTILITY AND SUPERVISORY UNITS, BENCHMARK SALARY SURVEY ADJUSTMENT**

## **ISSUE:**

The items for City Council consideration are to approve the updated 2016 International Brotherhood of Electrical Workers (IBEW) Benchmark Salary Survey Adjustment attachment that accompanied the previously adopted Memoranda of Understanding with IBEW on September 6, 2016

## **RECOMMENDATION:**

That the City Council approve the updated 2016 International Brotherhood of Electrical Workers (IBEW) Benchmark Salary Survey Adjustment attachment that accompanied the previously adopted Memoranda of Understanding with IBEW on September 6, 2016.

## **BACKGROUND:**

On September 6, 2016 City Council approved the IBEW and IBEW Supervisory Memoranda of Understanding (MOUs) effective October 1, 2016 through September 30, 2021, which incorporated the negotiated revisions, and authorized the City Manager, or his designee, to execute the Memoranda of Understanding.

As part of the salary negotiations with the IBEW groups, a Benchmark Salary Survey was conducted and upon mutual agreement by the City and the union it was decided to adjust at the 60<sup>th</sup> percentile where applicable. The Benchmark Salary Survey Adjustment attachment that accompanied the adopted Memoranda of Understanding on September 6, 2016 was not the most up-to-date version of the salary survey. This report is to submit for approval the most up-to-date version of the Benchmark Salary Survey which reflects the minimum 1% increase adjustment to classifications that were within the 60<sup>th</sup> percentile and other minor adjustments that both the union and City agreed with at the time of the Tentative Agreement.

## **FISCAL IMPACT:**

The fiscal impact is within the approximate amounts presented at the September 6, 2016 meeting, with the overall fiscal impact of these corrections being deminimus.

Prepared by: Pia Rose, Interim Human Resources Director  
Certified as to  
availability of funds: Scott G. Miller, PhD, Chief Financial Officer/City Treasurer  
Approved by: Marianna Marysheva, Assistant City Manager  
Approved as to form: Gary G. Geuss, City Attorney

Attachment: Updated IBEW Benchmark Salary Survey Adjustment 2016