



City Council

Approval of a Labor Contract with the American Federation of State, County and Municipal Employees (AFSCME) Local 618-0

Agenda Date: 4/19/2022
Agenda Item Number: 4.F
File Number:22-0315

Type: contract **Version:** 1 **Status:** Passed

Title

Approval of a Labor Contract with the American Federation of State, County and Municipal Employees (AFSCME) Local 618-0

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Move to approve the labor agreements with AFSCME Local 618-0 and authorize the City Manager to execute the agreements.

Report

Issue:

Whether to approve the labor contracts between the City of Olympia and AFSCME Local 618-0.

Staff Contact:

Linnaea Jablonski, Human Resources Director, 360.753.8309

Presenter(s):

None - Consent Calendar Item

Background and Analysis:

The labor agreements with the one hundred fifty-eight (158) AFSCME members covered by the AFSCME Local 618-0 expired on December 31, 2021. The contract covers employees in Public Works, Parks, and CP&D Departments. The new agreement has been ratified by the Union and City staff is now bringing it forward for approval.

The contract has a three-year term that will expire on December 31, 2024. Significant changes to the contracts are in the areas of wages.

Wages

Wage increases for these contracts will be based on 90% of CPI-U with a 1.5% minimum and a 4%

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maximum wage increase in 2022. 90% of CPI-U with a 1.5% minimum and a 4% maximum wage increase in 2023. 90% of CPI-U with a 1.5% minimum and a 5% maximum wage increase in 2024. An additional 1% will be added to the general wage increase on January 1, 2023.

Medical/Dental/Vision Benefits

All medical/dental/vision benefits remain the same.

Neighborhood/Community Interests (if known):

None known.

Options:

1. Move to approve the labor agreements with AFSCME and authorize the City Manager to execute the agreements.
2. Do not approve the labor agreements with the Olympia as proposed and direct staff as to next steps.
3. Move to approve the labor agreements with AFSCME as amended by Council and authorize the City Manager to execute the agreements.

Financial Impact:

The cost to the City for implementing this contract in 2022 is \$376,478, which is equal to what was already included in the 2022 Operating Budget. A the Economic Agreement Summary is attached.

Attachments:

Labor Contract
Economic Agreement Summary