

Meeting Date
September 20, 2016



AGENDA	
Section	Consent
Item No.	II.C.4

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Labor Agreement with Laborer's International Union, Local 678
DEPT/OFFICE:	Office of Human Resources

Requested Action:
 It is recommended that the Board of County Commissioners ratify the tentatively agreed upon modifications to Article 15.1 in the collective bargaining agreement presented herewith and authorize the County Manager to execute said labor agreement as provided for by Section 447.309, Florida Statutes.

Summary Explanation & Background:

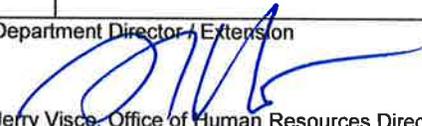
In accordance with the Collective Bargaining Agreement between the Laborers' International Union of North America (LIUNA), Local 678 and the Brevard County Board of County Commissioners, a proposal to modify the wage agreement in Article 15.1 of the CBA was presented to and accepted by the Business Agent for LIUNA, Local 678.

If the Board accepts and authorizes the recommended modification to Article 15.1 as proposed herein, the Board of County Commissioners will continue its practice of having Cost of Living increases provided to the non-union workforce of Brevard County Board of County Commissioners mirror the cost of living increases provided to employees covered under the Board's LIUNA Collective Bargaining Agreement.

Fiscal Impact: The approximate fiscal impact for FY 2016/17 is \$275,901

Clerk to the Board Instructions:

Exhibits Attached: Tentatively Agreed upon Article with strikeouts and underlining.

Contract /Agreement (If attached):		Reviewed by County Attorney	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
County Manager		Assistant County Manager			Department Director / Extension 			
Stockton Whitten		Assistant County Manager	Jerry Visco, Office of Human Resources Director					
		Venetta Valdengo						



Tammy Rowe, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001
Fax: (321) 264-6972
Tammy.Rowe@brevardclerk.us

September 21, 2016

M E M O R A N D U M

TO: Jerry Visco, Human Resources Director

RE: Item II.C.4., Labor Agreement with Laborers International Union of North America (LIUNA), Local 678, for Ratifying the Tentatively Agreed Upon Modifications to Article 15.1 of the Collective Bargaining Agreement

The Board of County Commissioners, in regular session on September 20, 2016, ratified the tentatively agreed upon modifications to Article 15.1 in the collective bargaining Agreement presented herewith; and authorized the County Manager to execute said Labor Agreement as provided for by Section 447.309, Florida Statutes.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe, Deputy Clerk

/cm

cc: Finance
Budget

LIUNA, Local 678

ARTICLE 15

WAGES

15.1 Effective the first pay period beginning in October 2015, the minimum and maximum of the established pay grades will be increased by 3%. Employees who earn \$30,000 or less will receive the 3% Cost of Living Adjustment (COLA) and an additional 1% Special Pay Adjustment. Employees who earn more than \$30,000 will receive a 3% Cost of Living Adjustment (COLA) or a minimum salary adjustment of \$1,200.00, whichever is greater.

Effective the first pay period beginning in October 2016, Employees will receive a 1.5% Cost of Living Adjustment (COLA).

15.2 Any and all increases provided for under this Article shall be subject to availability of funds and the County's ability to pay for such increases.

15.3 A. Employees in classifications who are assigned to permanent full time "night shifts" shall receive a night differential payment. Sixty cents (\$.60) per hour for hours worked from 11:00 p.m. to 7:00 a.m., known as midnight shift. Forty-five cents (\$.45) per hour for hours worked from 3:00 p.m. to 11:00 p.m. known as evening shift.

B. Employees, who are assigned to permanent partial "night shifts" shall receive such differential for hours worked described below:

C. EIGHT (8) HOUR SHIFTS

	EVENING	MIDNIGHT
FOUR (4) PER WEEK	\$.36	\$.48
THREE (3) PER WEEK	\$.27	\$.36
TWO (2) PER WEEK	\$.18	\$.24
ONE (1) PER WEEK	\$.09	\$.12

TEN (10) HOUR SHIFTS

THREE (3) PER WEEK	\$.33	\$.45
TWO (2) PER WEEK	\$.22	\$.30
ONE (1) PER WEEK	\$.11	\$.15

An evening shift is defined as a regularly scheduled shift, in which the majority of the scheduled, regular hours fall between 3:00 p.m. and 11:00 p.m.

A midnight shift is defined as a regularly scheduled shift, in which the majority of the scheduled, regular hours fall between 11:00 p.m. and 7:00 a.m.

Part time permanent employees whose shifts consist of less than 8 hours shall not be entitled to evening shift differential unless the shift extends beyond 10:00 pm, and shall not be entitled to midnight shift differential unless the shift extends beyond 3:00am.

15.4 Incentive Pay:

A. Any bargaining unit employee in the Utility Services Department who obtains and maintains a Treatment Plant Operator's license shall receive the following incentive:

Treatment Plant Operator's "A" License - \$1.25 per hour total incentive

Treatment Plant Operator's "B" License- \$0.75 per hour total incentive

Treatment Plant Operator's "C" License- \$0.25 per hour total incentive

B. The Utility Services Department will provide an incentive for each level of certification obtained in the Florida Water & Pollution Control Operators Association (FWPCOA) Collection certification programs. This incentive shall apply to any bargaining unit employees in the Utility Services Department.

"A" Level Certification- \$0.50 per hour total incentive

"B" Level Certification- \$0.25 per hour total incentive

"C" Level Certification - \$0.15 per hour total incentive

The Utility Services Department will provide an incentive for each level of licensing obtained in the Florida Department of Environmental Regulation (FDEP) Water Distribution System Operator License Program. This incentive shall apply to any bargaining unit employees in the Utility Services Department.

Level "1" License- \$0.75 per hour total incentive

Level "2" License- \$0.50 per hour total incentive

Level "3" License- \$0.40 per hour total incentive

Unless an employee is exempted (grandfathered), which must be agreed upon by the parties in writing, all bargaining unit employees assigned to work at a County Water Treatment facility, who are not employed as a Plant Operator /Trainee, shall at a minimum obtain and maintain a Level "3" or "C" level certification by May 31, 2014.

Back Flow Prevention certification \$.25 per hour total incentive

The Facilities Department will also provide incentive to employees for the Back Flow Prevention certification outlined above.

C. Solid Waste Management Department employees who become Landfill Certified and/ or Transfer Station Certified shall receive \$.25 per hour total incentive pay added to their base salary.

D. Any Treatment Plant Operator, Operator/Mechanic or Chief Operator possessing a dual Operator's license for both water and wastewater shall receive incentive pay. If currently employed at a Wastewater plant the incentive would apply to the Water license and if employed at a Water Plant the incentive would apply to the Wastewater License. The incentive pay shall be:

C License \$.15 per hour

B License \$.25 per hour

A License \$.50 per hour

The employee receiving this incentive will be required to work under this license as needed by Utility Services.

E. Incentive pays shall become effective at the beginning of the first pay period following presentation of the license or certificate. Employees who already possess the license or certificate will receive the incentive effective the beginning of the first pay period following adoption of this agreement.

F. Incentive pay is not to be a stipend in lieu of reimbursement of licensing fee.