

Item F-1

SALT LAKE CITY COUNCIL STAFF REPORT

DATE: February 1, 2002
SUBJECT: CITY COUNCIL LABOR POLICY AND LABOR BARGAINING
PROTOCOL
STAFF REPORT BY: Gary Mumford

Document Type	Budget-Related Facts	Policy-Related Facts	Miscellaneous Facts
Council policy and protocol agreement	No budget impact	To confirm or revise an existing Council policy and a protocol agreement with the Mayor.	The intent of these documents is to help facilitate an orderly and meaningful interaction between the two branches of government with regard to collective bargaining.

On January 22, 2002, the Council held a discussion regarding the Council policies on labor relations and on a proposed labor bargaining protocol agreement with the Administration. On February 5, 2002, the Council will consider supporting the labor policies and agreement provisions without change from the previous year.

OPTIONS AND MOTIONS:

The Council may wish to adopt a motion supporting the Council’s policies on labor relations as attached. The Council may also wish to authorize the Council Chair to sign the labor bargaining protocol agreement with the Administration to guide the labor bargaining process.

I move that the Council adopt a motion supporting the Council's labor policy and authorizing the Council Chair to sign the labor bargaining protocol agreement with the Administration.

(Note: The following information was provided to the Council previously.
It is provided again for your reference.)

ANALYSIS AND POLICY CONSIDERATIONS:

This year’s bargaining process will include negotiations with the International Association of Firefighters, Local 1645 (Fire Union) and the American Federation of State, County and Municipal Employees (AFSCME Union). The International Union of Police Associations, Local 75 (Police Union) signed a three-year contract last year; therefore, negotiation with this union is not necessary at this time.

The City Council's Labor Policy is a document that the Council may wish to adopt to indicate to the Administration, the unions, and the public the Council's philosophical and policy directions with regard to labor relations. The Policy contains guidelines that will assist the Administration

in preparing a labor package that meets the Council's goals and priorities and is, as a result, likely to be supported by the City Council. The attached draft policy document contains the following provisions:

- Salary surveys and market analysis should be based on local employers with whom the City competes for qualified personnel.
- In years that salary surveys are not conducted, salary adjustments should be based on the Consumer Price Index.
- General compensation adjustments should be based on recommendations of the Citizens Compensation Advisory Committee.
- Contracts with bargaining units should be multi-year and staggered.
- The City should provide a cafeteria benefit plan to allow employees a variety of choice within a fixed level of subsidy.
- The commuter vehicle fee is a non negotiable item.
- Total costing of full compensation including benefits and any compensation portions that are absorbed within departmental budgets should be disclosed to ensure that a true total compensation cost is considered during the City's negotiation process.

Each year the City Council has worked with the Administration to develop a Labor Bargaining Protocol Agreement with the Administration to help ensure that the mutual needs of the City Council and the Administration are met during the labor bargaining process.

- Prior to negotiations, the Mayor confers with the Council (closed session):
 - The Mayor briefs the Council on revenue projections and expected labor issues.
 - The Council may provide the Mayor with compensation issues the Council desires to be considered in the negotiating process.
 - The Council provides the Mayor with a tentative commitment of what the Council will be willing to fund for employee compensation and benefits.
- The Mayor will undertake negotiations and seek to reach an agreement within the tentative financial commitments given by the Council by May 20th.
- The Mayor will periodically keep the Council apprised of the status of the negotiations (closed sessions). The Council may modify the Council's tentative funding commitment.
- Once agreement with a union is reached within the Council's tentative commitment, the Mayor will forward a proposed agreement to the Council for ratification.
- In the event agreement with a bargaining unit is not reached by May 20th, the Council reserves the right to set compensation and employee benefits by ordinance.

Note: In the past, there were a few isolated attempts during the negotiation process by representatives of bargaining units to lobby Council Members. According to Council Policy, Council Members should refrain from discussing negotiation issues with union representatives during the negotiation process. This allows each branch of City government to preserve and respect their separate functions during the bargaining process.

cc: Rocky Fluhart, Jay Magure, Brenda Hancock, Jim Considine