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## SALT LAKE CITY COUNCIL STAFF REPORT

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**DATE:** February 13, 2004

**SUBJECT:** **LABOR BARGAINING PROTOCOL AGREEMENT**

**AFFECTED COUNCIL DISTRICTS:** Citywide

**STAFF REPORT BY:** Gary Mumford

**ADMINISTRATIVE DEPT. AND CONTACT PERSON:** Department of Management Services  
Jamey Knighton, Labor Relations Program Manager

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Traditionally, the City Council adopts a Labor Bargaining Protocol Agreement with the Mayor to ensure that the mutual needs of the City Council and the Administration are met during the labor bargaining process. One of the items in the prior protocol agreement was that the Administration would brief the Council on revenue projections for the coming fiscal year before February 28<sup>th</sup>. The latest revenue projections won't be available until February 23<sup>rd</sup>. Since the Council is not scheduled to meet that week, the Council may wish to extend the briefing date to "before March 15." Attached for the Council and Administration's consideration is the prior labor bargaining protocol agreement with this date change only.

### POTENTIAL MOTION:

["I move that the Council"] **Authorize the Council Chair to sign the labor bargaining protocol agreement with the Administration to guide the 2004-05 labor bargaining process.**

### MATTERS AT ISSUE:

At the work session on January 13, 2004, neither Council Members nor representatives of the Administration suggested any changes to the agreement that was in place during the 2002 negotiations. At the work session, the Council also discussed a separate document containing its past policies on labor relations. The Council discussed whether to continue its policy of multi-year contracts or whether to substitute a policy of opening contracts each year for compensation related issues. Rocky Fluhart encouraged the Council to allow the Administration to have the flexibility of either multi-year contracts or single-year contracts depending on the circumstances. The Administration will keep the Council apprised of the status of the negotiations during regularly held executive sessions.

Council staff had suggested in its staff report for the January 13<sup>th</sup> work session that the Council may wish to include some of its budget policies in its labor relations policies. However, Council Members didn't completely agree on some of its past budget policies. Council staff's understanding is that the Council will schedule an additional discussion of its budget policies.

cc: Rocky Fluhart, Brenda Hancock, Jamey Knighton, Ed Rutan, Lyn Creswell, DJ Baxter