



Legislation Text

File #: 20-607, Version: 1

CITY COUNCIL AGENDA ITEM

Memo Date: September 11, 2020
Agenda Date: September 23, 2020
Prepared By: Tammy B. Gemmati, PHR, Administrative Services Director
Through: Matthew Fuhrer, Interim City Manager
Requested Action:
Review of City of Cocoa and LIUNA Memorandum of Understanding regarding wages and health insurance.

BACKGROUND:

The City of Cocoa and the Laborers' International Union of North America (LIUNA) Local 630 have an existing collective bargaining agreement in effect for October 1, 2018 - September 30, 2021. In accordance with Article 5.2 of the agreement, it allows for modification of an article with mutual consent by a letter of agreement.

The City and LIUNA entered into a Memorandum of Understanding (MOU) on September 10, 2020 between LIUNA Business Manager Ronnie Burris and Interim City Manager Matthew Fuhrer to document the mutual agreement to increase the pay plan wage minimums and maximums by three percent (3%) under Article 14 Wages. The pay plan change is included in the proposed Fiscal Year 2021 budget and was presented during the first and second reading of the budget.

Additionally, the mutual agreement was documented for the City to absorb the health insurance increase for dependent coverage for Fiscal Year 2020 and 2021. City Council approved this at regular City Council Meetings on July 10, 2019 and July 22, 2020. This MOU is being done to document the mutual agreement to do so under the CBA. A copy of the executed MOU is attached, which outlines the modifications to the collective bargaining agreement.

STRATEGIC PLAN CONNECTION:

Employees- By making these wage adjustments and modifications to the LIUNA pay plan will help to recruit and retain a qualified workforce and keep the City competitive with other employers and local governments.

BUDGETARY IMPACT:

Budgeted	Yes
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Salaries and Benefits in respective FY2021 General, Stormwater, and Water Accounts.

PREVIOUS ACTION:

N/A

RECOMMENDED MOTION:

N/A