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Item No. B.-11.

CITY OF OTTUMWA
Staff Summary

**** ACTION ITEM ****

Council Meeting of: Sep 17, 2024

Barbara Codjoe

Prepared By

Barbara Codjoe

Department Head

Administration

Department

City Administrator Approval

AGENDA TITLE: Resolution #203-2024 - Approve and authorize signature of MOU regarding Engineering position updates between the City of Ottumwa and Teamsters local No. 238.

Public hearing required if this box is checked.

RECOMMENDATION: Pass and adopt resolution #203-2024.

DISCUSSION: Approve and authorize the mayor to sign the MOU between the City of Ottumwa and Teamsters local No. 238 for the Engineering Department.

Source of Funds: N/A

Budgeted Item: Budget Amendment Needed:

RESOLUTION NO. 203-2024

RESOLUTION TO APPROVE RESTRUCTURE OF POSITIONS IN ENGINEERING DEPARTMENT

WHEREAS, the City of Ottumwa, Iowa desires to restructure the positions within the Engineering Department; and;

WHEREAS, the current position of Engineering Aide would be retitled to Engineering Tech I; and;

WHEREAS, the current position of Engineering Assistant I and Engineering Assistant II would be retitled to Engineering Tech II; and;

WHEREAS, the current position of Design Tech I and Design Tech II would be retitled to Engineering Tech III; and;


WHEREAS, the City of Ottumwa has reviewed and revised said MOU and finds that approval of said policies and procedures, as revised, would be in the best interest of the City and the employees of the City covered under Teamsters Local No. 238 for the Engineering department, and;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF OTTUMWA, IOWA:

the said MOU, with an effective date of September 18, 2024 are hereby adopted by and for the City of Ottumwa, Iowa, and rescinding all others.

PASSED, ADOPTED and APPROVED this 17th day of September, 2024

CITY OF OTTUMWA, IOWA


Richard W. Johnson, Mayor

ATTEST:


Christina Reinhard, City Clerk



MEMORANDUM OF UNDERSTANDING

Between

OTTUMWA, IOWA And

TEAMSTERS LOCAL NO. 238

Ottumwa, Iowa (hereinafter "the City") and Teamsters Local 238 (hereinafter "the Union") enter this Memorandum of Understanding.

WHEREAS, the City and the Union are parties to a collective bargaining agreement effective July 1, 2024 and continuing through June 30, 2026.

WHEREAS, The City of Ottumwa wishes to restructure the positions in the Engineering Department to revise job titles and their respective job descriptions in order to streamline the promotional process attract more applicants; and;

WHEREAS, the collective bargaining agreement (Exhibit A – Public Works Wage Schedule) identifies the following positions within the Engineering Department:

- a. Engineering Aide
- b. Engineering Assistant
- c. Engineering Assistant II
- d. Design Tech
- e. Design Technician II

WHEREAS, the City and the Union agree to **change** (Exhibit A – Public Works Wage Schedule) to:

- a. Engineering Aide to Engineering Technician I
- b. Engineering Assistant II to Engineering Technician II
- c. Design Technician II to Engineering Technician III

WHEREAS, the City and the Union agree to **delete** (Exhibit A – Public Works Wage Schedule):

- a. Delete Engineering Assistant
- b. Delete Design Tech

WHEREAS, current employees under the job title of Engineering Aide will be transferred to the job of Engineering Technician I. Seniority of time in the Engineering Aide position will be transferred to the updated Engineering Technician I position. Employees will maintain the same pay rate and progression as current; and;

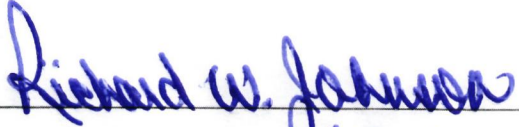
WHEREAS, current employees under the job title of Engineering Assistant II will be transferred to the job of Engineering Technician II. Seniority of time in the Engineering Aide position will be transferred to the updated Engineering Technician II position. Employees will maintain the same pay rate and progression as current; and;

WHEREAS, there are no current employees serving under the job titles of Engineering Assistant, Design Tech and Design Technician II who would be affected by this transition; and;


IT IS THEREFORE AGREED AS FOLLOWS:

The City and the Union will change Exhibit A as reflected in this MOU.

This MOU will be attached to the current Collective Bargaining Agreement and the adjustment will be incorporated for future collective bargaining agreements.



FOR THE CITY Mayor



FOR THE UNION

EXHIBIT A – PUBLIC WORKS WAGE SCHEDULE - UPDATED

July 1, 2024 – June 30, 2025

FY2025 - 3.2% COLA						
Title	Hire	6 months	12 months	2 years	3 years	4 years
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Landfill Groundskeeper	\$13.84	\$14.02	\$14.25	\$14.65	\$15.11	\$15.56
Custodian	\$20.85	\$21.14	\$21.47	\$22.12	\$22.82	\$23.55
Utility Worker	\$20.85	\$21.14	\$21.47	\$22.12	\$22.82	\$23.55
Cemetery Maintenance Worker	\$21.01	\$21.35	\$21.65	\$22.35	\$23.03	\$23.71
Lab Technician	\$21.14	\$21.47	\$21.82	\$22.50	\$23.15	\$23.90
Engineering Aide Technician I	\$21.14	\$21.47	\$21.82	\$22.50	\$23.15	\$23.90
Beach Maintenance Worker	\$21.14	\$21.47	\$21.82	\$22.50	\$23.15	\$23.90
Utility Worker Demanufacturing Cert	\$21.41	\$21.70	\$22.06	\$22.72	\$23.46	\$24.19
Equipment Operator	\$21.65	\$22.00	\$22.38	\$23.07	\$23.74	\$24.55
Airport Maintenance Worker	\$21.65	\$22.00	\$22.38	\$23.07	\$23.74	\$24.55
Engineering Assistant	\$21.95	\$22.13	\$22.51	\$23.16	\$23.92	\$24.70
Landfill Operator	\$22.00	\$22.39	\$22.69	\$23.48	\$24.14	\$24.91
Maintenance Electrician	\$22.06	\$22.44	\$22.73	\$23.51	\$24.21	\$24.97
Solid Waste Operating Mechanic	\$22.50	\$23.05	\$23.49	\$24.33	\$25.22	\$26.15
WPCF Maintenance Technician	\$22.51	\$23.19	\$23.18	\$23.95	\$24.70	\$25.59
WPCF Plant Operator	\$22.56	\$22.96	\$23.24	\$24.04	\$24.77	\$25.59
Mechanic	\$22.69	\$23.08	\$23.48	\$24.14	\$24.92	\$25.76
Pre-Treatment Coordinator	\$23.55	\$23.92	\$24.30	\$25.08	\$25.85	\$26.71
Engineering Assistant Technician II	\$23.55	\$23.92	\$24.30	\$25.08	\$25.85	\$26.71
Design Tech	\$23.55	\$23.92	\$24.30	\$25.08	\$25.85	\$26.71
Maintenance Electrician / HVAC Tech	\$25.21	\$25.66	\$26.11	\$27.00	\$27.95	\$28.94
Master Electrician	\$25.88	\$26.36	\$26.77	\$27.60	\$28.57	\$29.47
Design Engineering Technician III	\$26.75	\$27.18	\$27.59	\$28.50	\$29.44	\$30.40
Master Electrician / HVAC Tech	\$29.41	\$29.93	\$30.43	\$31.50	\$32.60	\$33.74

The employer may pay up to 3% more than the above salaries to employees who become certified in areas not required by their position but which are of benefit to the City.

Equipment Operator rate paid to Landfill Operator until certified.

Raises and benefit adjustments will be effective the date of the employee anniversary in position.

July 1, 2025 – June 30, 2026

FY2026 - 3% COLA						
Title	Hire	6 months	12 months	2 years	3 years	4 years
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Landfill Groundskeeper	\$14.25	\$14.45	\$14.68	\$15.09	\$15.56	\$16.03
Custodian	\$21.47	\$21.77	\$22.11	\$22.78	\$23.50	\$24.26
Utility Worker	\$21.47	\$21.77	\$22.11	\$22.78	\$23.50	\$24.26
Cemetery Maintenance Worker	\$21.64	\$21.99	\$22.30	\$23.02	\$23.73	\$24.42
Lab Technician	\$21.77	\$22.11	\$22.47	\$23.17	\$23.84	\$24.62
Engineering Aide Technician I	\$21.77	\$22.11	\$22.47	\$23.17	\$23.84	\$24.62
Beach Maintenance Worker	\$21.77	\$22.11	\$22.47	\$23.17	\$23.84	\$24.62
Utility Worker Demanufacturing Cert	\$22.06	\$22.35	\$22.73	\$23.41	\$24.16	\$24.92
Equipment Operator	\$22.30	\$22.66	\$23.06	\$23.76	\$24.45	\$25.29
Airport Maintenance Worker	\$22.30	\$22.66	\$23.06	\$23.76	\$24.45	\$25.29
Engineering Assistant	\$22.61	\$22.79	\$23.18	\$23.85	\$24.64	\$25.44
Landfill Operator	\$22.66	\$23.07	\$23.37	\$24.18	\$24.86	\$25.66
Maintenance Electrician	\$22.73	\$23.11	\$23.42	\$24.21	\$24.94	\$25.72
Solid Waste Operating Mechanic	\$23.17	\$23.75	\$24.19	\$25.06	\$25.98	\$26.94
WPCF Maintenance Technician	\$23.18	\$23.88	\$23.87	\$24.67	\$25.44	\$26.36
WPCF Plant Operator	\$23.24	\$23.65	\$23.94	\$24.76	\$25.51	\$26.36
Mechanic	\$23.37	\$23.77	\$24.18	\$24.86	\$25.67	\$26.53
Pre-Treatment Coordinator	\$24.26	\$24.64	\$25.03	\$25.83	\$26.63	\$27.51
Engineering Assistant-Technician II	\$24.26	\$24.64	\$25.03	\$25.83	\$26.63	\$27.51
Design Tech	\$24.26	\$24.64	\$25.03	\$25.83	\$26.63	\$27.51
Maintenance Electrician / HVAC Tech	\$25.97	\$26.43	\$26.89	\$27.81	\$28.78	\$29.81
Master Electrician	\$26.66	\$27.15	\$27.57	\$28.42	\$29.42	\$30.36
Design-Engineering Technician III	\$27.55	\$28.00	\$28.41	\$29.36	\$30.33	\$31.31
Master Electrician / HVAC Tech	\$30.29	\$30.83	\$31.35	\$32.44	\$33.58	\$34.75

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