

**JEFFERSON COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**AGENDA REQUEST**

**TO:** Board of County Commissioners  
Philip Morley, County Administrator

**FROM:** Erin Lundgren, Clerk of the Board

**DATE:** May 12, 2014

**SUBJECT:** AGREEMENT, Technical Amendment No. 1 re: Collective Bargaining Agreement for the Jefferson County Public Works Employees; Teamsters Local #589

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**STATEMENT OF ISSUE:**

The Collective Bargaining Agreement with Teamsters Local #589 covering the Jefferson County Public Works employees was approved on April 21, 2014. In the course of administrating the wages to be paid it was observed that the wage table setout in Section A.4 in the CBA had errors of calculation which were inadvertent and unintended by the parties. The CBA shall be conformed to the intent of the negotiated and ratified Agreement.


**FISCAL IMPACT:**

Proposed wage adjustments approved on April 21, 2014 remain unchanged and are as follows: 0% for 2014; .5% as of January 1, 2015 and .5% as of July 1, 2015; and 1% for 2016.

**RECOMMENDATION:**

Approve and sign the Technical Amendment No. 1 for the Collective Bargaining Agreement for Jefferson County Public Works employees.

**REVIEWED BY:**

  
Philip Morley, County Administrator

5/7/14  
Date

1<sup>st</sup> TECHNICAL AMENDMENT

By and Between  
JEFFERSON COUNTY (Employer)  
PUBLIC WORKS DEPARTMENT  
and  
TEAMSTERS LOCAL UNION NO. 589  
OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (Union)

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- A. The Employer and Union are parties to a labor agreement providing wages, hours and conditions for employees of the Public Works Department.
- B. In the course of administrating the wages to be paid it was observed that the wage table setout in Section A.4 in the CBA had errors of calculation which were inadvertent and unintended by the parties.
- C. It is agreed that the CBA shall be conformed to the intent of the negotiated and ratified Agreement as herein setout.

NOW THEREFOR IT IS AGREED:

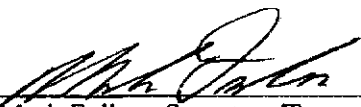
- 1. The wage table as printed in the signed CBA for the period through December 31, 2016 at Section A.4 covering Solid Waste employees shall be void and shall be replaced with the wage table attached hereto as Appendix 1.
- 2. Appendix 1 shall be the wages for Solid Waste employees for the term of the agreement as required by law and such duplicative provisions in the document adopted by the County shall be void.

AGREED AS OF THIS \_\_\_\_\_ DAY OF MAY 2014

For JEFFERSON COUNTY

For TEAMSTERS 589

By: \_\_\_\_\_  
John Austin, Chairman  
Jefferson County Board Commissioners

By:   
Mark Fuller - Secretary/Treasurer  
Teamsters Local No. 589

## APPENDIX I TO THE 1<sup>ST</sup> TECHNICAL AMENDMENT

2013 and 2014

Job Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
		2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
<b>3.00%</b>												
Scale Attendant	A4-A	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11
Laborer	A4-B	15.60	15.99	16.39	16.80	17.22	17.65	18.09	18.54	19.01	19.48	19.97
SW Attendant I	A4-C	17.20	17.63	18.07	18.52	18.99	19.46	19.95	20.45	20.96	21.48	22.02
SW Attendant II	A4-D	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86
SW Operator II	A4-E	18.50	18.96	19.44	19.92	20.42	20.93	21.45	21.99	22.54	23.10	23.68
SW Operator III	A4-F	19.90	20.40	20.91	21.43	21.97	22.51	23.08	23.65	24.25	24.85	25.47
SW Operations Coordinator	A4-G	24.83	25.45	26.09	26.74	27.41	28.09	28.79	29.51	30.25	31.01	31.78

Jan-15

Job Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
		2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
<b>0.50%</b>												
Scale Attendant	A4-A	14.22	14.58	14.94	15.31	15.70	16.09	16.49	16.90	17.33	17.76	18.20
Laborer	A4-B	15.68	16.07	16.47	16.88	17.30	17.74	18.18	18.64	19.10	19.58	20.07
SW Attendant I	A4-C	17.29	17.72	18.16	18.62	19.08	19.56	20.05	20.55	21.06	21.59	22.13
SW Attendant II	A4-D	17.95	18.39	18.85	19.33	19.81	20.30	20.81	21.33	21.87	22.41	22.97
SW Operator II	A4-E	18.59	19.06	19.53	20.02	20.52	21.04	21.56	22.10	22.65	23.22	23.80
SW Operator III	A4-F	20.00	20.50	21.01	21.54	22.08	22.63	23.19	23.77	24.37	24.98	25.60
SW Operations Coordinator	A4-G	24.95	25.58	26.22	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94

Jul-15

Job Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
		2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
<b>0.50%</b>												
Scale Attendant	A4-A	14.29	14.65	15.01	15.39	15.77	16.17	16.57	16.99	17.41	17.85	18.29
Laborer	A4-B	15.76	16.15	16.55	16.97	17.39	17.83	18.27	18.73	19.20	19.68	20.17
SW Attendant I	A4-C	17.37	17.81	18.25	18.71	19.18	19.66	20.15	20.65	21.17	21.70	22.24
SW Attendant II	A4-D	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.97	22.52	23.09
SW Operator II	A4-E	18.69	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92
SW Operator III	A4-F	20.10	20.60	21.12	21.64	22.19	22.74	23.31	23.89	24.49	25.10	25.73
SW Operations Coordinator	A4-G	25.08	25.71	26.35	27.01	27.68	28.37	29.08	29.81	30.56	31.32	32.10

Jan-15

Job Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
		2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
<b>1.00%</b>												
Scale Attendant	A4-A	14.43	14.79	15.16	15.54	15.93	16.33	16.74	17.16	17.59	18.03	18.48
Laborer	A4-B	15.91	16.31	16.72	17.14	17.57	18.00	18.45	18.92	19.39	19.87	20.37
SW Attendant I	A4-C	17.55	17.99	18.44	18.90	19.37	19.85	20.35	20.86	21.38	21.91	22.46
SW Attendant II	A4-D	18.22	18.67	19.14	19.62	20.11	20.61	21.12	21.65	22.19	22.75	23.32
SW Operator II	A4-E	18.87	19.34	19.83	20.32	20.83	21.35	21.89	22.43	22.99	23.57	24.16
SW Operator III	A4-F	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99
SW Operations Coordinator	A4-G	25.33	25.96	26.61	27.28	27.96	28.66	29.37	30.11	30.86	31.63	32.42