

RESOLUTION NO. 20-1386

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, KING COUNTY, WASHINGTON AUTHORIZING THE MAYOR TO EXECUTE THE LETTER OF AGREEMENT BETWEEN THE CITY OF BLACK DIMAOND AND TEAMSTERS LOCAL UNION NO. 117 PROFESSIONAL UNIT

WHEREAS, the Teamsters Local Union No. 117 is the authorized bargaining representative for the Black Diamond Professional Unit; and

WHEREAS, the Professional Unit was formed in 2014; and

WHEREAS, the Professional Unit Collective Bargaining Agreement contained a wage opener for 2020 wages; and

WHEREAS, the City negotiating team has reached a tentative agreement with the Union on 2020 wages effective January 1, 2020 (attached hereto as Exhibit A); and

WHEREAS, the City Council has reviewed the Letter of Agreement and finds it was negotiated as directed by the City Council and it is in the best interest of the City and its employees to authorize the Mayor to execute the Letter of Agreement;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The City Council hereby authorizes the Mayor to execute the Professional Unit's Letter of Agreement as attached hereto as Exhibit A.

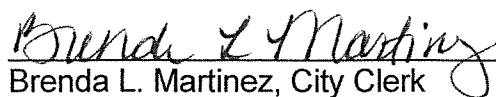
PASSED BY THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON, AT A REGULAR MEETING THEREOF, THIS 5TH DAY OF NOVEMBER 2020.

CITY OF BLACK DIAMOND:



Carol Benson, Mayor

Attest:



Brenda L. Martinez, City Clerk

PROPOSED LETTER OF AGREEMENT

By and Between

THE CITY OF BLACK DIAMOND

And

TEAMSTERS LOCAL UNION NO. 117

Representing the Professional Unit

Affiliated with the

International Brotherhood of Teamsters

Re: 2020 Wage Opener

Teamsters Local Union No. 117 (“Local 117” or “Union”) and The City of Black Diamond (“Black Diamond”) are signatories to the 2018-2020 Collective Bargaining Agreement setting forth the wages, hours, and working conditions of the Professional Unit, as determined by PERC in Case 26432-E14-03863 (2014) (the “Professional Unit Agreement”).

WHEREAS, the Professional Unit Agreement contained a wage opener for 2020 wages;

WHEREAS, due to exceptional circumstances, including the ongoing COVID-19 pandemic, the parties did not conclude negotiations until in or around October 2020;

NOW THEREFORE, the parties hereby agree as follows:

- (1) Appendix A – Wage Table of the Professional Unit Agreement shall be amended by inserting the following 2020 Salary Schedule below the 2018 & 2019 Salary Schedule, to be effective January 1, 2020:

2020 Salary Schedule	Step 1	Step 2	Step 3	Step 4	5 & On
Court Administrator	6,024	6,325	6,641	6,973	7,322
MDRT & Economic Director	8,259	8,672	9,106	9,561	10,039
Deputy City Clerk	4,600	4,922	5,243	5,565	5,887
Finance Director	8,373	8,792	9,232	9,693	10,178
Deputy Finance Director	6,870	7,170	7,562	7,953	8,344
Police Records Coordinator	4,600	4,922	5,243	5,565	5,887
Building Official	7,119	7,530	7,941	8,351	8,762

Community Dev/Nat Resources Director	8,259	8,672	9,106	9,561	10,039
Permit Center Supervisor	5,891	6,159	6,427	6,694	6,962
Public Works Director	8,259	8,677	9,111	9,567	10,045
Utilities Superintendent	7,119	7,530	7,941	8,351	8,762
Construction Inspector Supervisor	7,119	7,530	7,941	8,351	8,762

- (2) Effective October 1, 2020 thru December 31, 2020, the Court Administrator shall receive a five percent (5%) pay premium on top of the applicable base pay set forth above.
- (3) Effective January 1, 2020, each member shall be placed at the lowest step indicated above that reflects an increase in compensation over his or her effective base pay as of December 31, 2019, and each member shall receive the full benefit of any such increase in compensation retroactive to January 1, 2020, as well as any step increases he or she would have received upon a classification anniversary between January 1, 2020 and the effective date of this amendment. Notwithstanding the above, the Court Administrator shall be placed at Step 5 effective January 1, 2020.
- (4) Effective January 1, 2020, the current MDRT & Economic Director, Finance Director, and Public Works Director shall each have his or her classification anniversary date revised to May 14th of each calendar year, such that each of the above individuals will be in lock-step with the current Community Development Director. This provision shall not apply to employees hired into these positions in the future, whose anniversary date will be established according to existing practices.
- (5) All other terms and conditions of the Professional Unit Agreement shall remain unchanged.

**THE CITY OF BLACK DIAMOND
 (PROFESSIONAL UNIT)**

**TEAMSTERS LOCAL UNION
 NO. 117/IBT**



CAROL BENSON
 Mayor

JOHN SCEARCY
 Secretary-Treasurer

November 5, 2020

Date

Date