RESOLUTION 12-138

A RESOLUTION APPROVING WAGE AND BENEFIT CHANGES FOR GENERAL NON-UNION EMPLOYEE

WHEREAS, there are employees of the City of Council Bluffs, Iowa who do not bargain collectively with the City regarding wage and benefits; and

WHEREAS, it is in the best interest of the City of Council Bluffs to ensure the equitable treatment of all employees; and

WHEREAS, approval of the attached wage and benefit adjustments is considered to be consistent with the best interest of the City,

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the attached adjustments to the wages, health insurance, and vacation benefits for general non-union employee for the period of July 1, 2012 through June 30, 2015 be adopted and approved in accordance with the indicated effective dates.

ADOPTED
AND
APPROVED April 23, 2012

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant: Cindy Lynch	Ordinance No. Resolution No. 12-138	Council Action: 4/23/2012

Subject/Title

APPROVAL OF NON-UNION EMPLOYEE WAGE AND BENEFITS
FOR JULY 1, 2012 THROUGH JUNE 30, 2015

Background/Discussion

Wage and benefit changes for non-union employees are normally approved for a 3 year period that coincides with approval of a new contract with the CWA Clerical/Technical employees. This memo is to recommend a wage and benefit package for the approximately 60 non-union employees.

Wages

It is proposed that effective July 1, 2012 employees receive a 2.5% increase which is the amount included in the budget for next year and is the amount that all other employees will receive. On July 1, 2013 the across the board increase will be 2.25%. A 2.0% increase will be given on July 1, 2014.

Insurance

It is proposed that the out-of pocket maximum for medical coverage be increased by $250 for the employee and $500 for the family effective 7-1-14. The estimated savings of this change if implemented City wide is 1% of premium or $76,000.

Vacation

The Personnel Policies applicable to general non-union employees will reduce vacation leave as follows: employees will only be able to accumulate 80 hours more than their annual accumulation. This reduces the accrual/cash in benefit for employees by up to 3 weeks at the top accumulation rate. Employees will be given until 7-1-14 to bring their vacation accruals to the lower limit. About 9 employees who are at least 55 years or older and have at least 25 years' service on July 1, 2012 will be "grandfathered" with the prior benefit of twice their annual accumulation.

Recommendation

Approval of this three-year package is recommended. I have prepared a resolution that will effectuate these changes.

Department Head Signature

Mayor Signature