

WPCA IUOE Local 30 Settlement

July 1, 2021 – June 30, 2025

Summary of Negotiated Changes

The WPCA and International Union of Operating Engineers, Local 30, have reached agreement on a four-year successor collective bargaining agreement for the agreement that expired on June 30, 2021. The bargaining unit consist of approximately twenty-six employees in classifications of plant operators, maintenance mechanics and supervisors.

The WPCA made proposals in negotiations to provide for a more competitive wage structure to ensure that quality candidates are recruited and remain employed with the organization. These proposals include a 2.5% wage adjustment for selected classifications effective January 1, 2023, in addition to the general wage increases, and a reduction in the number of steps within a grade for selected classifications.

The agreement includes a number of language changes to assist management in managing the work force and an increase in employee cost share for medical insurance from 14% to 18% over the remaining term of the agreement.

Below is a summary of the negotiated changes.

Term:	4 years July 1, 2021 through June 30, 2025	
General Wage Increase ¹ :	July 1, 2021	2.5%
	July 1, 2022	2.5%
	July 1, 2023	2.5%
	July 1, 2024	2.5%
Other Wage Adjustments ² :	July 1, 2021 - stipends rolled into base salary:	
	Shift Foreman \$10,000 (previously negotiated equity stipend)	
	Maintenance Mechanic I - \$300 Level II Certification	
	Maintenance Mechanic II - \$600 Level III Certification	
	Master (Lead) Mechanic - \$900 Level IV Certification	
	Licenses now required as a condition of employment.	
	Wage Adjustments - January 1, 2023 - 2.5%	
	Plant Operator I	
	Plant Operator III	
	Mechanic in Training	
	Master (Lead) Mechanic	
	Steps reduced for selected classification:	
	Operator-In-Training	
	Mechanic-In-Training	

¹ See attached cost analysis.

² See attached cost analysis.

Master (Lead) Mechanic
Plant Operator III
Shift Foreman

Stand-By	Weekly stipend for standby increased effective January 1, 2023, to \$425 from \$330. (\$16,411)
Article III Checkoff	Revised language to be consistent with the Janus Decision regarding agency shop provisions.
COVID Vaccine	One-time non-pensionable payment of \$65 to current employees who are fully vaccinated. (\$1,560 24 employees)
COVID Stipend	\$100 per month April 2020 – June 2021 for employees required to report to work (maximum per employee payment \$1,500; total cost \$20,000).
Overtime	Clarified when paid time off is counted as time worked for the calculation of overtime.
Call-Backs	Recalls for the same emergency do not require the 2-hour call-back minimum.
Holidays	Added Juneteenth (city-wide cost presented at the time the holiday was adopted by the Board of Representatives)
Emergency Vacation	Require a minimum of 2-hour advance notice for paid emergency vacation leave.
Sick Leave	Require a minimum of 2-hour advance notice for paid sick leave.
Medical Insurance	Inserted language regarding the State Partnership Plan. Employee cost share increases to 16% from 14% effective July 1, 2022 and from 16% to 18% effective July 1, 2023. (FY22/23 savings \$11,146; FY 23/24 savings \$11,126; 2-year total \$22,291)
Probationary Period	Absences of more than 5 days require probation period to be extended in a like amount.
Safety Shoes	Eliminate WPCA providing safety shoes and instituting an annual \$250 reimbursement for employees to purchase safety shoes. (No estimated \$ cost (+) (-); savings in staff time in administrating safety shoe program).
WPCA Vehicle Use Policy	Add a new article providing for a policy for employees who are granted use of a WPCA vehicle.

Complete Agreement	Added a complete agreement clause essentially eliminating past practices.
Training Fund	Provide for \$5,400 of the existing \$20,000 training fund to be paid to the IUOE training center for the training of WPCA employees.

IUOEW Tentative Agreement Estimated Wage Cost Summary

Estimated Retro Wages
(Includes all wages)

			WPCA Funded Current and Prior Year Estimated Cost				WPCA Funded Future Obligation Estimated Cost				
	Estimated Wage Basis	% Increase	Increase 1 (7/1/21 - 6/30/22)	Increase 2 (7/1/22 - 6/30/23)	Medicare and FICA (7.65%)	Total Current and Prior Year	Increase 3 (7/1/23 - 6/30/24)	Increase 4 (7/1/24 - 6/30/25)	Medicare and FICA (7.65%)	Total Future Obligation	Grand Total
Increase 1 (7/1/21 - 6/30/22)	2,307,528	2.500%	\$57,688	\$57,688	\$8,826	\$124,203	\$57,688	\$57,688	\$8,826	\$124,203	\$248,405
Increase 2 (7/1/22 - 6/30/23)	2,365,216	2.500%	\$0	\$59,130	\$4,523	\$63,654	\$59,130	\$59,130	\$9,047	\$127,308	\$190,962
Increase 3 (7/1/23 - 6/30/24)	2,424,347	2.500%	\$0	\$0	\$0	\$0	\$60,609	\$60,609	\$9,273	\$130,490	\$130,490
Increase 4 (7/1/24 - 6/30/25)	2,484,956	2.500%	\$0	\$0	\$0	\$0	\$0	\$62,124	\$4,752	\$66,876	\$66,876
			\$57,688	\$116,819	\$13,350	\$187,857	\$177,427	\$239,551	\$31,899	\$448,877	\$636,734

* Estimated Retro Wages for 1/1/2023 Increase

			WPCA Funded Current and Prior Year Estimated Cost				WPCA Funded Future Obligation Estimated Cost				
	Estimated Wage Basis	% Increase	Increase 1 (7/1/21 - 6/30/22)	Increase 2a (1/1/23 - 6/30/23 1/2 year)	Medicare and FICA (7.65%)	Total Current and Prior Year	Increase 3 (7/1/23 - 6/30/24)	Increase 4 (7/1/24 - 6/30/25)	Medicare and FICA (7.65%)	Total Future Obligation	Grand Total
Increase 2a (1/1/23 -6/30/23 1/2 year)	355,347	2.500%	\$0	\$8,884	\$680	\$9,563	\$17,767	\$17,767	\$2,718	\$38,253	\$47,816
Increase 3 (7/1/23 - 6/30/24)	728,461	2.500%	\$0	\$0	\$0	\$0	\$18,212	\$18,212	\$2,786	\$39,209	\$39,209
Increase 4 (7/1/24 - 6/30/25)	746,673	2.500%	\$0	\$0	\$0	\$0	\$0	\$18,667	\$1,428	\$20,095	\$20,095
			\$0	\$8,884	\$680	\$9,563	\$35,979	\$54,646	\$6,933	\$97,557	\$107,121

Total Estimated Retro All Increases	\$57,688	\$125,702	\$14,029	\$197,420	\$213,406	\$294,197	\$38,832	\$546,435	\$743,855
-------------------------------------	----------	-----------	----------	-----------	-----------	-----------	----------	-----------	-----------

* 1/1/2023 Increase applies to specific job classifications.

			Hourly Rates							Annualized Wages					
			7/1/2021		1/1/2023					7/1/2021					
Salary Plan	Grade	Step	7/1/2021 GWI 2.5%	Merge Stipends	7/1/2022 GWI 2.5%	Adjustment 2.5%	7/1/2023 2.5%	7/1/2024 2.5%	7/1/2021 GWI 2.5%	Merge Stipends	7/1/2022 GWI 2.5%	1/1/2023 Adjustment	7/1/2023 2.5%	7/1/2024 2.5%	
Operator-In-Training															
OE40	12	A	\$27.5998		\$28.2898				\$57,408		\$58,843				
		B	\$28.1677		\$28.8719	\$28.8719	\$29.5937	\$30.3336	\$58,589		\$60,054	\$60,054	\$61,555	\$63,094	
		C	\$28.8117		\$29.5320				\$59,928		\$61,427				
		D	\$29.4517		\$30.1880				\$61,260		\$62,791				
Mechanic-In-Training															
OE40	15	A	\$27.3888		\$28.0735				\$56,969		\$58,393				
		B	\$27.9215		\$28.6196				\$58,077		\$59,529				
		C	\$28.6612		\$29.3777				\$59,615		\$61,106				
		D	\$29.4643		\$30.2010	\$30.9560	\$31.7299	\$32.5231	\$61,286		\$62,818	\$64,388	\$65,998	\$67,648	
Plant Operator I															
OE40	17	A	\$30.3488		\$31.1075	\$31.8852	\$32.6824	\$33.4994	\$63,126		\$64,704	\$66,321	\$67,979	\$69,679	
		B	\$30.9213		\$31.6943	\$32.4867	\$33.2988	\$34.1313	\$64,316		\$65,924	\$67,572	\$69,262	\$70,993	
		C	\$31.7738		\$32.5681	\$33.3823	\$34.2169	\$35.0723	\$66,089		\$67,742	\$69,435	\$71,171	\$72,950	
		D	\$32.6310		\$33.4468	\$34.2829	\$35.1400	\$36.0185	\$67,872		\$69,569	\$71,308	\$73,091	\$74,918	
Maintenance Mechanic I (Level I)			\$35.7800		\$36.6745		\$37.5913	\$38.5311	\$74,422		\$76,283		\$78,190	\$80,145	
OE40	18	A													
Maintenance Mechanic I (Level II)															
OE40	18B	A	\$35.7800	\$35.9242	\$36.8223		\$37.7429	\$38.6864	\$74,422	\$74,722	\$76,590		\$78,505	\$80,468	
Plant Operator II															
OE40	19	A	\$37.7768		\$38.7212		\$39.6892	\$40.6815	\$78,576		\$80,540		\$82,554	\$84,617	
Maintenance Mechanic II															
OE40	19A	A	\$38.0472	\$38.3357	\$39.2941		\$40.2764	\$41.2833	\$79,138	\$79,738	\$81,732		\$83,775	\$85,869	
Master (Lead) Mechanic															
OE40	20	A	\$33.3115	\$33.7442	\$34.5878	\$35.4525			\$69,288	\$70,188	\$71,943	\$73,741			
		B	\$35.4538	\$35.8865	\$36.7837	\$37.7033			\$73,744	\$74,644	\$76,510	\$78,423			
		C	\$36.9982	\$37.4309	\$38.3667	\$39.3258			\$76,956	\$77,856	\$79,803	\$81,798			
		D	\$38.6151	\$39.0478	\$40.0240	\$41.0246			\$80,319	\$81,219	\$83,250	\$85,331			
		E	\$40.3153	\$40.7480	\$41.7667	\$42.8109	\$43.8811	\$44.9782	\$83,856	\$84,756	\$86,875	\$89,047	\$91,273	\$93,555	
Plant Operator III															
OE40	20A	A	\$33.7540		\$34.5978	\$35.4628			\$70,208		\$71,963	\$73,763			
		B	\$35.8964		\$36.7938	\$37.7137			\$74,665		\$76,531	\$78,444			
		C	\$37.4409		\$38.3769	\$39.3363			\$77,877		\$79,824	\$81,820			
		D	\$39.0577		\$40.0342	\$41.0350			\$81,240		\$83,271	\$85,353			
		E	\$40.7578		\$41.7767	\$42.8212	\$43.8917	\$44.9890	\$84,776		\$86,896	\$89,068	\$91,295	\$93,577	
Shift Foreman															
OE40	21	A	\$35.1853	\$39.9930	\$40.9928				\$73,185	\$83,185	\$85,265				
		B	\$37.4407	\$42.2484	\$43.3046				\$77,877	\$87,877	\$90,074				
		C	\$38.9741	\$43.7818	\$44.8763				\$81,066	\$91,066	\$93,343				
		D	\$40.7564	\$45.5640	\$46.7032				\$84,773	\$94,773	\$97,143				
		E	\$42.5315	\$47.3391	\$48.5226		\$49.7357	\$50.9791	\$88,465	\$98,465	\$100,927		\$103,450	\$106,036	