

City Council Agenda Item Memo

From: Casey Bell, Director of Human Resources

Council Meeting: November 26, 2024

Subject: 2025 – 2027 City General Union Agreement

Presenter: Casey Bell, Director of Human Resources

Summary and Recommended Action:

Staff recommends approval of this updated three (3) year Union Agreement with the City General Employees represented by the Teamsters Local Union No. 120.

Item Details:

The current three (3) year Union agreement with the City General Employees expires December 31st, 2024. To ensure continuity, City Management engaged in negotiations with Union leadership, represented by Teamsters Local Union No. 120, to draft an updated three (3) year agreement covering January 1st, 2025 – December 31st, 2027.

This three (3) year agreement updates employee benefits, defines covered positions, adjusts 2025 salaries, and streamlines contractual language for improved clarity and efficiency. Due to the fluctuation of sales tax and the local economy, the agreement includes salaries as an annual opener to ensure expenses of increased pay does not outpace revenues.

Legal Consideration:

None

Strategic Plan Consideration:

- Fiscal Responsibility – The City of Brookings will responsibly manage resources through transparency, efficiency, equity, and exceptional customer service.
- Safe, Inclusive, Connected Community – The City of Brookings will create an environment for inclusive programs, gathering places, and events where the community can safely live, work and come together to participate in opportunities for learning, recreation and enjoyment.
- Service and Innovation Excellence – The City of Brookings will provide an accessible environment committed to ongoing innovation and outstanding service through listening and engagement.
- Sustainability – The City of Brookings will meet environmental, community and economic desires and needs without compromising future generations' quality of life by strategically planning, implementing and maintaining infrastructure and facilities.

Financial Consideration:

The negotiated personnel expenses are accounted for within the proposed 2025 budget.

Supporting Documentation:

Agreement - clean

Agreement - marked