



## MEMORANDUM

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Date: August 26, 2024

To: Honorable Mayor and City Commissioners

Via: Todd Stoughton  
Interim City Manager

From: Bridget Flores  
Human Resources Director

Subject: **Approving the attached Collective Bargaining Agreement between the City of Key West and the Teamsters Local 769**

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### **Introduction**

The Interim City Manager respectfully requests approval of the three-year collective bargaining agreement between the City of Key West and the Teamsters Local 769 effective October 1, 2024 through September 30, 2027.

### **Background**

The most recent Teamsters Collective Bargaining Agreement is set to expire on September 30, 2024. The City's management negotiation team and the Teamster negotiating team met on three (3) occasions to reach an agreement on the contract terms and conditions.

The City and the Teamsters reached a tentative collective bargaining agreement on August 15, 2024. The Teamsters membership ratified the agreement by vote on August 22, 2024.

A summary of the changes to the agreement are as follows:

#### **Article 9 - Holidays**

Addition of Juneteenth

Update to Floating Holiday Policy increasing from two to three per year.

One (1) Floating Holiday which will be designated by the City Manager and,

Two (2) Floating Holidays for eligible full-time employees hired on or before September 30th to be taken the next fiscal year, for each year of this contract.

The Floating Holiday may be scheduled at the employee's discretion, with prior approval of the department head before the end of the fiscal year and will cover one shift based on the employees normally scheduled workday (8 hr, 10hr, or 12hr). Floating Holiday shall not be carried over to the next fiscal year.

Addition of Banked Holiday Option:

3) Bargaining Unit members, at their option, may choose to “bank” holiday pay in a reserve and be paid the entire prior fiscal year accrued holiday pay by the last pay period of November of each year of the Agreement. Any accrued holiday pay in reserve shall be paid upon an employee upon separation from the City. Employees must elect to participate in “Banked Holiday Pay” see APPENDIX E.

### **Article 10 – Vacations**

Update Leave Accrual for Telecommunicators:

Telecommunicators covered by the Agreement will receive paid vacation as follows:

| Length of Service           | Rate of Accrual  |
|-----------------------------|--|
| Less than 5 years           | 4.615384 hours per pay period<br>totaling 120 hours or 10 days per year  |
| Five but less than 10 years | 6.923076 hours per pay period<br>180 hours or 15 days per year           |
| Ten years or more           | 9.2307696 hours per pay period<br>totaling 240 hours or 20 days per year |

### **Article 14 – Sick Leave**

Update Sick Leave Accrual for Telecommunicators:

TELECOMMUNICATORS ONLY: Telecommunicators covered by this agreement will accrue 6.268167 hours of sick leave each pay period (12 days per year).

### **Article 15 – Insurances**

Effective October 1, 2024, the City shall pay the full, single insurance coverage premium for all employees covered by this agreement.

### **Article 19 – Deduction of Union Dues**

Employees who voluntarily wish to join the union can submit such authorization to the union using the following link.

<https://bit.ly/TLU769-KeyWest>

### **Article 20 – Wages and Retirement**

Effective October 1, 2024, The City and Teamsters agree to the Pay & Classification Schedule (Appendix A) is incorporated in this agreement and that this shall be valid for the duration of this agreement, with the following increases:

a. Effective October 1, 2024, Paygrades 101 – 110 covered by this agreement will receive a \$0.75 increase to their base 2023 hourly wage plus a 5% COLA increase; Paygrades 111 – 120 covered by this agreement will receive a \$0.50 increase to their base hourly wage plus a 5% COLA increase; Paygrades 121 - 140 covered by this agreement will receive a 5% COLA increase to their hourly wage.

b. Effective October 1, 2025, all employees covered by this agreement will receive a 5% COLA increase.

c. Effective October 1, 2026, all employees covered by this agreement will receive a 4% COLA increase.

Update to Shift Differential:

SHIFT DIFFERENTIAL: The City agrees to provide a premium pay rate for hours work at untraditional times. For the purpose of this article, 2nd or 3rd shift shall mean employees covered by this agreement who begin work for the City on shifts starting after 3:00 PM and before 5:00 AM.

a. Effective October 1, 2024, the City agrees to pay a \$0.55 per hour shift differential to the employee's base pay for those who work a 2nd and/or 3rd shift.

b. Effective October 1, 2025, the City agrees to pay a \$0.60 per hour shift differential to the employee's base pay for those who work a 2nd and/or 3rd shift.

c. Effective October 1, 2026, the City agrees to pay a \$0.65 per hour shift differential to the employee's base pay for those who work a 2nd and/or 3rd shift.

### **Article 33 – Performance Reviews**

Merit Increases associated with an employee's annual performance review will be effective on the employee's anniversary date regardless of actual counseling date. If the counseling later than 30 days after the anniversary date, employees will receive retroactive pay.

Effective October 1, 2024, Merit increases will be awarded at a maximum of 2% of the employees base salary.

Effective October 1, 2025, Merit increases will be awarded at a maximum of 2% of the employees base salary.

Effective October 1, 2026, Merit increases will be awarded at a maximum of 3% of the employees base salary.

### **Article 39 – Terms of Agreement**

Item 1. This Agreement except as provided below, shall be effective upon ratification of the Parties, and shall remain in full force and effect until and including September 30, 2027.

### **Procurement**

The FY25 Budget includes the increase to Teamster positions 101 – 120 and Teamster positions 121 – 140, employee health care, and certification pay.

**Recommendation**

The Interim City Manager and City negotiating team recommend the City Commission approval of the Collective Bargaining Agreement as negotiated and ratified by the Teamster 769.