



## Legislation Text

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**File #:** ID#21-9723, **Version:** 1

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### **SUBJECT/RECOMMENDATION:**

Approve the amendment to the collective bargaining agreement as negotiated between the City of Clearwater and Communications Workers of America, Local 3179 (CWA) for Fiscal year 2021/2022 and authorize the appropriate officials to execute same. (consent)

### **SUMMARY:**

The current collective bargaining agreement between the City of Clearwater and Communication Workers of America expires on September 30, 2023. The parties have reached a tentative agreement for an amendment to this contract, effective October 1, 2021, which was ratified by their membership on September 2, 2021.

The amendment is to implement the proposal regarding implementing the state's new minimum wage requirements of \$15 per hour effective early, on October 1<sup>st</sup>. This item was presented and approved by Council at the May 25, 2021 strategic planning session. The update includes updates to the job classifications, job descriptions, adjustments to the pay range tables and provides for a one-time compression adjustment for employees making less than \$20 per hour. Any employee who is below the minimum rate of pay in the new pay plan will be increased to the minimum prior to the application of longevity and merit increases. Increases to the minimum and merit increase will not exceed a total of 3% for Fiscal Year 2022, unless required in order to bring the employee to minimum.

The amendment also includes adding the Juneteenth holiday to the contract, as previously approved by Council on August 5, 2021.

### **APPROPRIATION CODE AND AMOUNT:**

The total estimated costs of implementation of the minimum wage proposal were included in the proposed fiscal year 2021/2022 budget.

### **USE OF RESERVE FUNDS:**

NA