



## STAFF REPORT

**TO:** Chairman and Board Members  
**THRU:** Mark Foree, General Manager  
**FROM:** Pat Nielson, Distribution Maintenance & Generation Manager  
**DATE:** March 3, 2015  
**SUBJECT:** **Discussion and action on extending the terms and conditions of the July 1, 2012 through June 30, 2015 Collective Bargaining Agreement between TMWA and the International Brotherhood of Electrical Workers (IBEW) Local 1245**

---

### **RECOMMENDATION**

With the expiration of the current Collective Bargaining Agreement (CBA) between Truckee Meadows Water Authority (“TMWA”) and IBEW Local 1245 (“Union”) on June 30, 2015, staff recommends the Board approve the proposed addendum to the July 1, 2012 – June 30, 2015 Collective Bargaining Agreement (CBA) between TMWA and the TMWA employees represented by IBEW local 1245.

On Monday, February 9, 2015, the proposed addendum was ratified by the Union by a 2:1 vote with 63 members voting.

### **DISCUSSION**

The proposed addendum would extend the terms and conditions of the current CBA from July 1, 2015 through June 30, 2017 and would provide a net 2% wage increase for employees during each fiscal year of the two-year extension. Staff strongly believes that this proposed addendum is a fair and equitable agreement that will provide labor stability for TMWA during the next two years, which is important for the continued success of TMWA.

Addendum to July 1, 2012 – June 30, 2015  
Collective Bargaining Agreement

Between

Truckee Meadows Water Authority

And

International Brotherhood of Electrical Workers, Local 1245

Truckee Meadows Water Authority and the International Brotherhood of Electrical Workers, Local 1245, agree to extend the terms and conditions of the July 1, 2012 through June 30, 2015 Collective Bargaining Agreement for two additional years with the following changes:

1. The wage scales for all employees shall be increased during fiscal year 2016 by 3.125% and shall be increased during fiscal year 2017 by 2.0% according to the Wage Proposal attached hereto as Exhibit 1.

The intent of this Agreement is to cause a net 2% wage increase for all employees during each fiscal year of the proposed two-year extension after the July 1, 2015 increase in the PERS contribution rate is taken into account.

2. The new term of the Collective Bargaining Agreement shall be July 1, 2015 through June 30, 2017.

All other terms and conditions of the current Collective Bargaining Agreement will remain the same through the new term of the Agreement.

This Addendum is subject to employee ratification and TMWA Board approval.

Pat Waite  
 Pat Waite, IBEW Business Representative

JAN 13, 2015  
 Date

Mark Foree  
 Mark Foree, General Manager

1/14/15  
 Date

WAGE SCHEDULE				FY2016 Total Increase 3.125%		FY2017 Total Increase 2%
Job Class No.	Job Title/Classification	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2.0 %)	Wages as of 07/27/2015 (Plus 1.125 % ) Offset by 1.125% NVPERS Contribution ) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)

55120	Apprentice, SCADA Technician	Start	\$31.12	\$31.75	\$31.75	\$32.38
		6 Months	\$31.92	\$32.56	\$32.56	\$33.21
		1 Year	\$32.69	\$33.35	\$33.35	\$34.01
		18 Months	\$33.48	\$34.15	\$34.15	\$34.83
		2 Years	\$34.24	\$34.92	\$34.92	\$35.62
		30 Months	\$35.03	\$35.74	\$35.74	\$36.45
		3 Years	\$35.81	\$36.52	\$36.52	\$37.26
		42 Months	\$36.59	\$37.32	\$37.32	\$38.07
		4 Years	\$38.92	\$39.70	\$39.70	\$40.50

53040	Apprentice, Technician, Electrical, Plant	Start	\$28.77	\$29.35	\$29.35	\$29.93
		6 Months	\$29.47	\$30.06	\$30.06	\$30.66
		1 Year	\$30.92	\$31.53	\$31.53	\$32.16
		18 Months	\$31.64	\$32.27	\$32.27	\$32.91
		2 Years	\$33.07	\$33.73	\$33.73	\$34.41
		30 Months	\$34.51	\$35.20	\$35.20	\$35.91

51015	Facilities & Grounds Maintenance I	Start	\$22.19	\$22.63	\$22.63	\$23.08
		6 Months	\$23.93	\$24.41	\$24.41	\$24.90

51020	Facilities & Grounds Maintenance II	Start	\$25.67	\$26.18	\$26.18	\$26.70
		6 Months	\$27.87	\$28.43	\$28.43	\$29.00

51025	Facilities & Grounds Maintenance - Senior	Start	\$31.83	\$32.46	\$32.46	\$33.11
-------	-------------------------------------------	-------	---------	---------	---------	---------

54010	Facilities Locator	Start	\$29.45	\$30.04	\$30.04	\$30.64
		6 Months	\$30.03	\$30.63	\$30.63	\$31.24
		1 Year	\$31.13	\$31.76	\$31.76	\$32.39

WAGE SCHEDULE				FY2016 Total Increase 3.125%		FY2017 Total Increase 2%
Job Class No.	Job Title/Classification	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2.0 %)	Wages as of 07/27/2015 (Plus 1.125 % ) Offset by 1.125% NVPERs Contribution ) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)
54045	Fitter	Start	\$32.32	\$32.96	\$32.96	\$33.62
54050	Fitter/Welder	Start	\$33.54	\$34.21	\$34.21	\$34.89
		Step 2	\$34.59	\$35.28	\$35.28	\$35.98
		Step 3	\$35.63	\$36.34	\$36.34	\$37.07
		Step 4	\$36.68	\$37.41	\$37.41	\$38.16
52030	Foreman, Customer Services Rep, Working	Start	\$31.48	\$32.11	\$32.11	\$32.75
53080	Foreman, General Customer Services Rep, Working	Start	\$34.62	\$35.31	\$35.31	\$36.02
6042	Foreman, General, Heavy, Water	Start	\$46.19	\$47.11	\$47.11	\$48.06
52040	Foreman, General, Hydro/Generation, Working	Start	\$46.19	\$47.11	\$47.11	\$48.06
6043	Foreman, General, Light, Water	Start	\$44.18	\$45.07	\$45.07	\$45.97
6016	Foreman, General, Mechanic, Hydro/Generation Working	Start	\$46.19	\$47.11	\$47.11	\$48.06
55060	Foreman, General, Mechanic, Maintenance and Control, Working	Start	\$46.19	\$47.11	\$47.11	\$48.06
55110	Foreman, General, Shift, Water Treatment, Working	Start	\$46.19	\$47.11	\$47.11	\$48.06
53070	Foreman, Hydro/Generation, Working	Start	\$41.99	\$42.83	\$42.83	\$43.68
54080	Foreman, Light, Working, Water	Start	\$40.15	\$40.95	\$40.95	\$41.77
55050	Foreman, Mechanic Maintenance/Control-WP	Start	\$41.99	\$42.83	\$42.83	\$43.68

DRAFT WAGE PROPOSAL

WAGE SCHEDULE				FY2016 Total Increase 3.125%		FY2017 Total Increase 2%
Job Class No.	Job Title/Classification	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2.0 %)	Wages as of 07/27/2015 (Plus 1.125 % ) Offset by 1.125% NVBERS Contribution ) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)
55100	Foreman, Shift, Water Treatment, Working	Start	\$41.99	\$42.83	\$42.83	\$43.68
54080	Foreman, Working, Heavy, Water	Start	\$41.99	\$42.83	\$42.83	\$43.68
51000	Helper (New Helper wage decrease 8% effective 7/1/12)	Start	\$19.10	\$19.48	\$19.48	\$19.87
		6 Months	\$20.61	\$21.02	\$21.02	\$21.44
		1 Year	\$22.10	\$22.54	\$22.54	\$22.99
		18 Months	\$24.00	\$24.48	\$24.48	\$24.97
54070	Inspector	Start	\$36.84	\$37.58	\$37.58	\$38.33
		1 Year	\$38.52	\$39.29	\$39.29	\$40.07
54075	Inspector, Construction	Start	\$36.84	\$37.58	\$37.58	\$38.33
		1 Year	\$38.52	\$39.29	\$39.29	\$40.07
53050	Mechanic, Hydro/Generation	Start	\$38.17	\$38.93	\$38.93	\$39.71
55020	Mechanic, Maintenance & Control, Certified, WP	Start	\$35.95	\$36.67	\$36.67	\$37.41
55030	Mechanic, Specialist, Maintenance/Control-WP	Start	\$38.17	\$38.93	\$38.93	\$39.71
54020	Operator, Equipment I	Start	\$28.16	\$28.72	\$28.72	\$29.29
		6 Months	\$29.52	\$30.12	\$30.12	\$30.72
54025	Operator, Equipment II	Start	\$29.87	\$30.47	\$30.47	\$31.08
		1 Year	\$31.24	\$31.86	\$31.86	\$32.50
54030	Operator, Equipment III	Start	\$32.32	\$32.96	\$32.96	\$33.62
54035	Operator, Equipment, Heavy	Start	\$33.37	\$34.04	\$34.04	\$34.72
		1 Year	\$34.01	\$34.69	\$34.69	\$35.38

DRAFT WAGE PROPOSAL

WAGE SCHEDULE				FY2016 Total Increase 3.125%		FY2017 Total Increase 2%
Job Class No.	Job Title/Classification	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2.0 %)	Wages as of 07/27/2015 (Plus 1.125 % ) Offset by 1.125% NVPERS Contribution ) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)
53010	Operator, Hydro/Generation	Start	\$35.95	\$36.67	\$36.67	\$37.41
8850	Operator, Hydro/Generation, Assistant	Start	\$29.88	\$30.48	\$30.48	\$31.09
		6 Months	\$31.27	\$31.90	\$31.90	\$32.53
		1 Year	\$32.61	\$33.26	\$33.26	\$33.93
8470	Operator, Water Plant, Grade II, Treatment Only	Start	\$34.82	\$35.51	\$35.51	\$36.22
55080	Operator, Water Plant, Grade II, Treatment & Distribution	Start	\$35.95	\$36.67	\$36.67	\$37.41
				\$0.00	\$0.00	\$0.00
55090	Operator, Water Plant, Grade III, Treatment & Distribution	Start	\$38.17	\$38.93	\$38.93	\$39.71
52000	Representative, Accounts Payable	Start	\$15.99	\$16.31	\$16.31	\$16.63
		6 Months	\$17.11	\$17.46	\$17.46	\$17.81
		1 Year	\$18.21	\$18.58	\$18.58	\$18.95
		18 Months	\$19.30	\$19.69	\$19.69	\$20.08
		2 Years	\$21.37	\$21.80	\$21.80	\$22.23
		30 Months	\$23.43	\$23.90	\$23.90	\$24.38
		3 Years	\$25.49	\$26.00	\$26.00	\$26.52
52010	Representative, Customer Service	Start	\$15.99	\$16.31	\$16.31	\$16.63
		6 Months	\$17.11	\$17.46	\$17.46	\$17.81
		1 Year	\$18.21	\$18.58	\$18.58	\$18.95
		18 Months	\$19.30	\$19.69	\$19.69	\$20.08
		2 Years	\$21.37	\$21.80	\$21.80	\$22.23
		30 Months	\$23.43	\$23.90	\$23.90	\$24.38
		3 Years	\$25.49	\$26.00	\$26.00	\$26.52

DRAFT WAGE PROPOSAL

WAGE SCHEDULE				FY2016 Total Increase 3.125%		FY2017 Total Increase 2%
Job Class No.	Job Title/Classification	Wage Step	Wages as of 06/28/15	Wages as of 06/29/2015 (Plus 2.0%)	Wages as of 07/27/2015 (Plus 1.125%) Offset by 1.125% NVPERS Contribution) 0% to Base	Wages as of 06/27/2016 (Plus 2.0%)
52020	Representative, Customer Service, Senior	Start	\$28.25	\$28.81	\$28.81	\$29.39
				\$0.00	\$0.00	\$0.00
54000	Service Utility Worker	Start	\$26.41	\$26.94	\$26.94	\$27.48
		6 Months	\$27.17	\$27.72	\$27.72	\$28.27
		1 Year	\$28.78	\$29.36	\$29.36	\$29.95
				\$0.00	\$0.00	\$0.00
54060	Technician, Water Service	Start	\$35.13	\$35.83	\$35.83	\$36.55
				\$0.00	\$0.00	\$0.00
55040	Specialist, Equipment, Water Treatment	Start	\$38.17	\$38.93	\$38.93	\$39.71
				\$0.00	\$0.00	\$0.00
55000	Specialist, Water Supply	Start	\$27.02	\$27.56	\$27.56	\$28.11
		6 Months	\$28.46	\$29.03	\$29.03	\$29.61
		1 Year	\$29.82	\$30.41	\$30.41	\$31.02
53020	Technician, Electrical, Plant, Hydro/Generation	Start	\$38.92	\$39.70	\$39.70	\$40.50
55130	Technician, SCADA	Start	\$38.92	\$39.70	\$39.70	\$40.50
		6 Months	\$39.83	\$40.63	\$40.63	\$41.44
		1 Year	\$40.69	\$41.50	\$41.50	\$42.33

DRAFT WAGE PROPOSAL