

F30.132

**Request for Additional Appropriation**  
**Operating Budget**  
**FY 2018/2019**

TO: Members of the Board of Finance and The Board of Representative  
 FROM: David R. Martin, Mayor  
 DATE: 1/28/2019  
 PURPOSE: IUOE UNION WAGE INCREASE OBLIGATION FOR FY18/19  
 DEPT: 2600 - Administration  
 REQUEST AMOUNT: \$796,169.00  
 FUNDING SOURCE: Contingency

**Part A - Description of Request**

This is a request to appropriate \$796,169 from Contingency to fund the IUOE Union wage increase obligation for FY18/19 per a recent contract settlement.

**Part B - Computative Narrative**

**Part C - Account Information**

Ref #	Prior Year's Expenditure	Department Request	Approved by Mayor	Approved by BOF	Approved by BOR	Revised Budget	Balance In Account	Projected Exp	Requested Amount
0142111100	Road Mnt/Salaries								
	1,955,880	2,080,716	2,080,716	2,080,716	2,080,716	2,080,716	928,131	2,279,498	198,782.00
0142112100	Traffic Mnt/Salaries								
	462,407	463,358	463,358	463,358	463,358	463,358	192,175	482,066	18,708.00
0142116100	Stormwater Mgmt/Salaries								
	356,734	371,763	371,763	371,763	371,763	371,763	151,174	406,364	34,601.00
0142121100	Vehicle Mnt/Salaries								
	758,133	867,093	867,093	867,093	836,265	836,265	374,850	889,743	53,478.00
0142123100	Police Vehicle Mnt/Salaries								
	278,158	280,679	280,679	280,679	280,679	280,679	114,493	298,505	17,826.00
0142141100	Transf Station/Salaries								
	897,768	923,755	923,755	923,755	923,755	923,755	438,403	974,935	51,180.00
0142142100	Recycling/Salaries								
	764,524	852,116	852,116	852,116	852,116	852,116	378,396	930,004	77,888.00
0142143100	Collection/Salaries								
	1,957,788	1,995,845	1,995,845	1,995,845	1,995,845	1,995,845	755,885	2,163,707	167,862.00
0143550100	Vehicle and Equip Mnt/Salaries								
	259,556	267,449	267,449	267,449	267,449	267,449	112,158	282,359	14,910.00
01421111301	Road Mnt/Overtime								
	83,663	75,000	75,000	75,000	75,000	75,000	19,855	107,657	32,657.00
01421121301	Traffic Mnt/Overtime								
	17,301	30,000	25,000	25,000	25,000	25,000	14,295	28,073	3,073.00
01421161301	Stormwater Mgmt/Overtime								
	1,304	5,000	5,000	5,000	2,000	2,000	-795	7,684	5,684.00
01421211301	Vehicle Mnt/Overtime								
	23,560	35,000	35,000	35,000	35,000	35,000	-38,805	43,785	8,785.00
01421231301	Police Vehicle Mnt/Overtime								
	50,244	50,000	50,000	50,000	50,000	50,000	23,818	52,928	2,928.00

01421411301	Transf Station/Overtime	158,378	127,000	127,000	127,000	117,000	117,000	38,225	125,408	8,408.00
01421421301	Recycling/Overtime	81,042	75,000	75,000	75,000	75,000	75,000	17,877	87,795	12,795.00
01421431301	Collection/Overtime	270,275	270,000	270,000	270,000	260,000	260,000	79,263	287,576	27,576.00
01435501301	Vehicle and Equip Mnt/Overtime	117,219	135,000	135,000	135,000	135,000	135,000	71,717	137,449	2,449.00
01421112200	Road Mnt/Social Security	164,947	165,046	165,046	165,046	165,046	165,046	0	182,752	17,706.00
01421122200	Traffic Mnt/Social Security	42,440	42,778	42,395	42,395	42,395	42,395	0	44,061	1,666.00
01421162200	Stormwater Mgmt/Social Security	29,072	29,205	29,205	29,205	28,593	28,593	0	31,675	3,082.00
01421212200	Vehicle Mnt/Social Security	64,541	72,032	69,737	69,737	69,737	69,737	0	74,500	4,763.00
01421232200	Police Vehicle Mnt/Social Security	25,501	25,412	25,412	25,412	25,412	25,412	0	27,000	1,588.00
01421412200	Transf Station/Social Security	85,253	84,093	84,093	84,093	84,093	84,093	0	88,651	4,558.00
01421422200	Recycling/Social Security	76,259	72,990	72,990	72,990	72,990	72,990	0	79,927	6,937.00
01421432200	Collection/Social Security	179,960	180,719	180,719	180,719	179,954	179,954	0	194,905	14,951.00
01435502200	Vehicle and Equip Mnt/Social Security	6,135	6,553	6,553	6,553	6,553	6,553	0	7,881	1,328.00
									<b>Total</b>	<b>\$796,169.00</b>
									<b>Tax Impact</b>	<b>0.000037</b>

Part D - Approvals

Mark McGrath, Department Head/Director	Michael Handler, Director of Administration
<i>Mark McGrath</i>	<i>Michael Handler</i>
Date 1/28/19	Date 2/1/19
OPM Director/OPM Asst Director	David R. Martin, Mayor
<i>JR Fontana</i>	<i>David R. Martin</i>
Date 2/1/19	Date 2/1/19



IUOE Wage Settlement

Fund	Program	Program Name				Total Payout	Total Payout Prior	Grand Total
			Regular Earnings	Overtime	FICA	FY18/19 (Contingency)	Years (Fund Balance)	
0001	2111	Road Maintenance	198,782	32,657	17,706	249,145	315,824	564,969
0001	2112	Traffic Maintenance	18,708	3,073	1,666	23,447	29,722	53,169
0001	2116	Storm Water Management	34,601	5,684	3,082	43,367	54,973	98,340
0001	2121	Vehicle Maintenance	53,478	8,785	4,763	67,026	84,964	151,990
0001	2123	Police Vehicle Maintenance	17,826	2,928	1,588	22,342	28,321	50,663
0001	2141	Transfer Station	51,180	8,408	4,558	64,146	81,313	145,459
0001	2142	Recycling	77,888	12,795	6,937	97,620	123,746	221,366
0001	2143	Collection	167,862	27,576	14,951	210,389	266,695	477,084
0001	3550	Vehicle & Equipment Maintenance	14,910	2,449	1,328	18,687	23,688	42,375
0029	2139	Parking	67,500	11,089	6,012	84,601	107,243	191,844
0043	2611	E. G. Brennan Maintenance	13,631	2,239	1,214	17,084	21,656	38,740
<b>Total General Fund</b>			<b>716,366</b>	<b>117,683</b>	<b>63,805</b>	<b>897,854</b>	<b>1,138,145</b>	<b>2,035,999</b>

WPCA

Fund	Program	Program Name				Total Payout	Total Wage Accrual	Grand Total
			Regular Earnings	Overtime	FICA	FY18/19 (Contingency)	Years (Fund Balance)	
0033	2411	Process Control	40,500	6,323	3,581	50,404	24,922	75,326
0033	2413	Sludge Processing and Disposal	14,490	2,262	1,282	18,034	8,917	26,951
0033	2422	Equipment Maintenance	9,669	1,510	855	12,034	5,950	17,984
0033	2423	Pump Station Maintenance	9,383	1,465	830	11,678	5,774	17,452
0033	2424	Sanitary Sewer Maintenance	13,699	2,139	1,212	17,050	8,430	25,480
<b>Total WPCA</b>			<b>87,741</b>	<b>13,699</b>	<b>7,760</b>	<b>109,200</b>	<b>53,993</b>	<b>163,193</b>
<b>Grand Total</b>			<b>804,107</b>	<b>131,382</b>	<b>71,565</b>	<b>1,007,054</b>	<b>1,192,138</b>	<b>2,199,192</b>

Fund						Total Payout	Total Payout Prior	Grand Total
	Regular Earnings	Overtime	FICA	FY18/19 (Contingency)	Years (Fund Balance)			
0001	General Fund	635,235	104,355	56,579	796,169	1,009,246	1,805,415	
0029	Parking Fund	67,500	11,089	6,012	84,601	107,243	191,844	
0043	EG Brennan	13,631	2,239	1,214	17,084	21,656	38,740	
0033	WPCA	87,741	13,699	7,760	109,200	53,993	163,193	
<b>Total All Funds</b>		<b>804,107</b>	<b>131,382</b>	<b>71,565</b>	<b>1,007,054</b>	<b>1,192,138</b>	<b>2,199,192</b>	

Last Update: 10/10/2018

IUOE - WPCA Union TA Wages Cost Summary Estimate

Estimated Payments (Fund Balance)							
Fiscal Year	% Increase per CBA	Estimated Regular Earnings Payment	Estimated OT Earnings Payment	Estimated Other Earnings Payment	Estimated Total Payments	Estimated FICA Cost (Est. 7.65%)	Estimated Total Cost
Year 1 (FY2017-2018)	2.250%	\$40,200	\$6,773	\$3,182	\$50,156	\$3,837	\$53,993
<b>Totals Fund Balance</b>		<b>\$40,200</b>	<b>\$6,773</b>	<b>\$3,182</b>	<b>\$50,156</b>	<b>\$3,837</b>	<b>\$53,993</b>

Estimated Payments (Contingency)							
Fiscal Year of	% Increase per CBA	Estimated Regular Earnings Payment	Estimated OT Earnings Payment	Estimated Other Earnings Payment	Estimated Total Payments	Estimated FICA Cost (Est. 7.65%)	Estimated Total Cost
Year 2 (FY2018-2019)	2.250%	\$81,305	\$13,699	\$6,436	\$101,440	\$7,760	\$109,200
<b>Total Contingency</b>		<b>\$81,305</b>	<b>\$13,699</b>	<b>\$6,436</b>	<b>\$101,440</b>	<b>\$7,760</b>	<b>\$109,200</b>

<b>Total Estimated Payments (Fund Balance and Contingency)</b>					<b>\$151,595</b>	<b>\$11,597</b>	<b>\$163,192</b>
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Estimated Payments (Future Liability)							
Fiscal Year	% Increase per CBA	Estimated Regular Earnings Payment *	Estimated OT Earnings Payment	Estimated Other Earnings Payment	Estimated Total Payments	Estimated FICA Cost (Est. 7.65%)	Estimated Total Cost
Year 3 (FY2019-2020)	2.000%	\$148,664	\$19,994	\$9,393	\$178,051	\$13,621	\$191,672
Year 4 (FY2020-2021)	1.750%	\$182,008	\$25,812	\$12,032	\$219,852	\$16,803	\$236,656
<b>Total Future Liability</b>		<b>\$330,672</b>	<b>\$45,806</b>	<b>\$21,425</b>	<b>\$397,703</b>	<b>\$30,424</b>	<b>\$428,128</b>

<b>Total Estimated Payments All Contract Years</b>					<b>\$549,299</b>	<b>\$42,021</b>	<b>\$591,320</b>
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\* Effective 6/29/2017, the City and the IUOE entered into a settlement agreement paying each Shift Foreman a non-pensionable annual stipend of \$10,000. During negotiations the union agreed to maintain this stipend as non-pensionable compensation. The City's current year budget includes the cost for these negotiated stipends.

Last Update: 10/5/2018

IUOE - Operations Union TA Wages Cost Summary Estimate

Estimated Payments (Fund Balance)							
Fiscal Year	% Increase per CBA	Estimated Regular Earnings Payment	Estimated OT Earnings Payment	Estimated Other Earnings Payment	Estimated Total Payments	Estimated FICA Cost (Est. 7.65%)	Estimated Total Cost
Year 1 (FY2015-2016)	2.250%	\$143,469	\$24,035	\$2,839	\$170,343	\$13,031	\$183,375
Year 2 (FY2016-2017)	2.250%	\$290,168	\$48,611	\$5,743	\$344,520	\$26,356	\$370,875
Year 3 (FY2017-2018)	2.500%	\$456,829	\$76,532	\$9,041	\$542,403	\$41,484	\$583,897
<b>Totals Fund Balance</b>		<b>\$890,464</b>	<b>\$149,179</b>	<b>\$17,623</b>	<b>\$1,057,266</b>	<b>\$80,881</b>	<b>\$1,138,147</b>
Estimated Payments (Contingency)							
Fiscal Year of	% Increase per CBA	Estimated Regular Earnings Payment	Estimated OT Earnings Payment	Estimated Other Earnings Payment	Estimated Total Payments	Estimated FICA Cost (Est. 7.65%)	Estimated Total Cost
Year 4 (FY2018-2019)	2.750%	\$644,743	\$108,013	\$12,760	\$765,517	\$58,562	\$824,079
Year 4 (FY2018-2019) HEO Hrly Rate Increase (Pro-rated Nov - June)	\$1.20/Hour	\$57,720	\$9,670	\$1,142	\$68,532	\$5,243	\$73,775
<b>Total Contingency</b>		<b>\$702,463</b>	<b>\$117,683</b>	<b>\$13,903</b>	<b>\$834,049</b>	<b>\$63,805</b>	<b>\$897,854</b>
<b>Total Estimated Payments (Fund Balance and Contingency)</b>					<b>\$1,891,316</b>	<b>\$144,686</b>	<b>\$2,036,001</b>