



**Memorandum of Agreement  
City of Boulder City, Nevada  
And  
Teamsters Local 14**



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**Five (5) year Extension of Current Collective Bargaining Agreement**

**July 1, 2017 through June 30, 2022**

**Blue Collar Bargaining Unit**

**The parties have agreed to extend the current collective bargaining agreement for a five-year term. This current contract language will continue unless it is specifically modified within this Memorandum.**

**Contract Language Modifications:**

**Article 13. Union Representatives**

**Section 8. The Union shall pay to the City the full cost of all Union paid leave time used by employees pursuant to the applicable sections of this Agreement. Within five (5) business days of the end of each month the City will provide the Union with an invoice for the paid time used in the prior month. The Union shall remit full payment of each invoice to the City within five (5) business days of receipt. If any payment is not timely received by the City the City may immediately discontinue the granting of any further Union paid leave time. The City may use all legal means to collect payment from the Union including but not limited to diverting and retaining dues monies deducted from employee payroll and an action in any court of competent jurisdiction. The remedies set out in this Section are cumulative and not exclusive. The arbitration provisions of this Agreement shall not apply to disputes arising under this Section.**

**Should the legislation (SB 241 2015) creating this requirement, be subsequently modified by future legislation, the parties agree to meet a negotiate an appropriate modification to this language, if any.**

**Article 30. Sick Leave**

Section 1. Sick leave shall accrue at the rate of 4.615 hours per bi-weekly pay period for 10 hour per day employees and 3.692 per bi-weekly pay period for 8 hour per day employees. Employees who are in a non-pay status for part of a pay period shall have their sick leave accumulation reduced on a prorated basis. Employees shall .....

Section 3. Death: In case of death of an employee, 100% of the employee's unused sick leave shall be paid to the employee's beneficiaries.

Section 4. **Separation from Employment Retirement:** An employee, who has achieved ten (10) years of service with the City is eligible for the payment of accumulated sick leave hours upon their separation from the City. Accumulate sick leave will be paid per the following schedule:

Length of Service	Percentage of Accumulated Sick Leave Paid
Ten (10) years of service	50%
Each full year of service after ten (10) years	An additional five percent (5%) of accumulated hours up to one hundred percent (100%) of accumulated hours; subject to the maximum hour threshold defined below.

~~upon retirement from the City under provisions of the Nevada State Retirement System or the Social Security Act, or mandatorily separated from City employment because of a job related disability shall be paid up to 720 hours accumulated sick leave.~~ **Employees must reach the next full year of service to receive the five percent (5%) additional accumulated hours; there will be no proration of hours for partial years of service. The maximum number of accumulated sick leave hours available for payment at separation is as follows:**

<b>Effective Date</b>	<b>Maximum Hours Available at Separation</b>
<b>July 1, 2017</b>	<b>Nine Hundred (900)</b>
<b>July 1, 2018</b>	<b>One Thousand Eighty (1080)</b>
<b>July 1, 2019</b>	<b>One Thousand Two Hundred Sixty (1260)</b>
<b>July 1, 2020 and thereafter</b>	<b>One Thousand Four Hundred Forty (1440)</b>

**The employee's hourly rate at separation will be used to calculate this payment.**

**Article 31. Insurance**

Section 1. All City bargaining unit employees ~~of the City~~ shall participate in the Teamsters Health Insurance plan offered by the Teamsters Security Fund of Southern Nevada **Local 14 ("Fund")**. Participation in the health insurance plan shall not require membership in the Union. This medical group benefits plan shall include but not be limited to health, life, dental and vision plans as administered by the **Trustees of the Fund**. ~~Union~~. Any health maintenance options required to be available by law shall be made available exclusively through the **Fund**. ~~Union~~. The City shall pay the trust fund as designated by Teamsters Local Union #14 up to the maximum amount per month per affected employee as shown below. The City shall collect the balance of the employee's share of the total monthly premium by payroll deduction if the City contribution does not cover the full premium cost of the insurance.

Section 2. The City will make monthly contributions to the Fund per the schedule below ~~Starting on the union ratification date of this agreement, the City shall contribute the maximum amount of \$800.00 per month for twelve months from that date for each City employee covered by this Agreement. unit employee who is enrolled for health insurance.~~

<b>Effective Date</b>	<b>Maximum City Monthly Contribution to the Fund</b>
<b>July 1, 2017</b>	<b>Nine Hundred and Fifty Dollars (\$950.00)</b>
<b>July 1, 2018</b>	<b>One Thousand Dollars (\$1000.00)</b>
<b>July 1, 2019</b>	<b>One Thousand Fifty Dollars (\$1050.00)</b>
<b>July 1, 2020</b>	<b>One Thousand One Hundred Dollars (\$1100.00)</b>
<b>July 1, 2021</b>	<b>One Thousand One Hundred Fifty Dollars (\$1150.00)</b>

~~Section 3. In the event that a majority of the Trustees of the Teamsters Security Fund for Southern Nevada vote that an increase in contributions is necessary to maintain the level of benefits~~

~~in effect then: Effective thirteen months from the union ratification date of this agreement the City shall increase the monthly contributions by the amount specified by the Trustees to a maximum amount of \$850.00 per month thirteen months from the union ratification date of this agreement.~~

~~Section 4. In the event that a majority of the Trustees of the Teamsters Security Fund for Southern Nevada vote that an increase in contributions is necessary to maintain the level of benefits in effect then: Effective Twenty-five months from the union ratification date of this agreement the City shall increase the monthly contributions by the amount specified by the Trustees to a maximum amount of \$900.00 per month beginning twenty-five months from the ratification date of this agreement until the end of this agreement.~~

### Article 33. Wages

~~Section 1. In lieu of a retro pay/wage increase for fiscal year 2012/2013, the City and the Union agree that classifications covered by this Agreement will receive within six months of the approval date of this agreement a paycheck equal to 80 hours at their hourly base pay.~~

~~Section 2. The abovementioned paycheck will allow the City to move to paying in arrears by two (2) weeks. After the receipt of the abovementioned paycheck, Future Payroll payments will be paid two weeks after the pay period end date.~~

**Section 2.** The City and the Union agree that for the term of this Agreement the hourly base wage of the classifications covered by this Agreement shall be as set forth in Exhibits A, B, C and D and E. **The hourly base wage for each classification reflect the following wage modifications:**

<b>Effective Date</b>	<b>Base Wage Increase</b>
<b>Start of the 1<sup>st</sup> full pay period in July 2017</b>	<b>Three percent (3%)</b>
<b>Start of the 1<sup>st</sup> full pay period in July 2018</b>	<b>Three percent (3%)</b>
<b>Start of the 1<sup>st</sup> full pay period in July 2019</b>	<b>Three percent (3%)</b>
<b>Start of the 1<sup>st</sup> full pay period in July 2020</b>	<b>Three percent (3%)</b>
<b>Start of the 1<sup>st</sup> full pay period in July 2021</b>	<b>Three percent (3%)</b>


~~Section 3. Starting the first full pay period in July 2013, the final hourly wage schedule of fiscal year 2013-2014 shall be increased by three percent (3.00%). The City and the Union agree that beginning the first full pay period in July 2013; the hourly base wage of the classifications covered by this Agreement shall be as set forth in "Exhibit A" and shall be the final hourly wage schedule for fiscal year 2013-2014. Retroactive pay for this period will be paid on a regular paycheck within six (6) months of the approval date of this agreement.~~

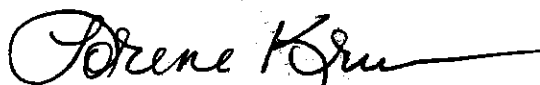
~~Section 4. Starting the first full pay period in July 2014, the final hourly wage schedule of fiscal year 2014-2015 shall be increased by three percent (3.00%). The City and the Union agree that beginning the first full pay period; the hourly base wage of the classifications covered by this Agreement shall be as set forth in "Exhibit B" and shall be the final hourly wage schedule for fiscal year 2014-2015.~~


~~Section 5. Starting the first full pay period in July 2015, the final hourly wage schedule of fiscal year 2015-2016 shall be increased by two percent (2%). The City and the Union agree that beginning the first full pay period; the hourly base wage of the classifications covered by this Agreement shall be as set forth in "Exhibit C" and shall be the final hourly wage schedule for the fiscal year 2015-2016.~~

~~Section 6. Starting the first full pay period in July 2016, the final hourly wage schedule of fiscal year 2016-2017 shall be increased by two percent (2%). The City and the Union agree that beginning the first full pay period; the hourly base wage of the classifications covered by this Agreement shall be as set forth in "Exhibit D" and shall be the final hourly wage schedule for the fiscal year 2016-2017.~~

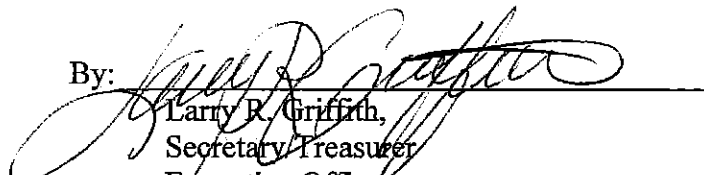
CITY OF BOULDER CITY, NEVADA

By:   
Jay David Fraser, City Manager

Attest:   
Lorene M. Krumm, City Clerk

Approved as to form:   
David R. Olsen, City Attorney

TEAMSTERS LOCAL 14 REPRESENTING GENERAL SALES DRIVERS, DELIVERY DRIVERS AND HELPERS AND REPRESENTING THE PUBLIC SECTOR, AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

By:   
Larry R. Griffith,  
Secretary/Treasurer  
Executive Officer