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City of Racine, Wisconsin
COMMON COUNCIL

AGENDA BRIEFING MEMORADUM (ABM)

COMMITTEE: Finance and Personnel Committee **LEGISLATION ITEM #:** 0066-21

AGENDA DATE: January 25, 2021

DEPARTMENT: City Attorney's Office

Prepared By: City Attorney Scott R. Letteney

Reviewed By:

SUBJECT: Communication sponsored by Alder Taft from the City Attorney and the Human Resources Director submitting the Racine Professional Employees Association 2021 collective bargaining agreement for consideration.

EXECUTIVE SUMMARY: The City's bargaining team and Racine Professional Employees Association tentatively agreed upon a one-year collective bargaining agreement with a one-percent pay increase for 2021. If the Common Council approves the agreement, it will be in effect.

BACKGROUND & ANALYSIS: A "collective bargaining agreement" (CBA) is the contract between an employer and a union. The Racine Professional Employees Association (RPEA) is the City of Racine's only non-public safety union. Under Wisconsin law, Wis. Stat. § 111.70(1)(fm), all non-public safety employees are "general municipal employees." A CBA for a union made up of general municipal employees must have a one-year term of agreement. Wis. Stat. § 111.70(4)(cm)8m. The only subject that a city and union made up of general municipal employees may bargain in total base wages. Wis. Stat. § 111.70(4)(mb).

For the 2021 budget, the Common Council approved a 1% pay increase, with no step increases, for all general municipal employees. The City's bargaining team and RPEA's bargaining tentatively agreed upon the same wage conditions for RPEA for 2021. RPEA's membership ratified the agreement. If the Common Council approves the agreement, it will be in effect.

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31 **BUDGETARY IMPACT:** There is no additional budgetary effect. The Common Council authorized a one-
32 percent pay increase for all general municipal employees in the 2021 budget.

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34 **OPTIONS/ALTERNATIVES:** Do not approve the agreement and direct the City's negotiating team to
35 negotiate a different agreement.

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37 **RECOMMENDED ACTION:** Recommend that the Common Council approve the negotiated one-year
38 agreement, with a one-percent pay increase for 2021, between the City of Racine and the Racine
39 Professional Employees Association.

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41 **ATTACHMENT(S):** None