

# **Draft Operating Budget Amendment #1 - Bargaining Contract and Administrative Market Rate Compensation Adjustments**

11.d.



# Summary of Budget Request

Request seeks to adjust the Approved 2023 Operating Budget as follows:

- Adjust budget for additional wage and benefit expenses associated with the ratified Collective Bargaining Agreement (ATU) contract.
- Adjust the budget for the impact of compensation changes to selected administrative positions to reflect current labor market conditions.
- Record changes to budget categories reflecting moves of positions between departments.
  - Changes as the result of these moves will not lead to a net increase in expense.



## Bargaining Unit Contract Changes

New contract ratified with ATU Local 382:

- Increase to budgeted expense of \$7.74 million in 2023
  - Includes one-time signing bonus of \$2.08 million
- Three-year contract term ending in December 2025
- Reflects increases in the following:
  - Wages
  - Fringe Benefits
  - Leave



# Administrative Employee Market Wage Changes

New salary structure resulted in recommended adjustments to some administrative wages to reflect labor market conditions:

- Recommended increase in 2023 budget by \$1.01 million
- Increase of some position's compensation to salary lane minimums
- Reflects increases in the following:
  - Wages
  - Fringe Benefits



## Other Changes: Position Moves

- Net zero change in total cost associated with moves
- Intra-year moves of positions between departments in different budget categories
- Moves result in change in category amounts



## Next Steps

- May 31 – Consultation with Local Advisory Board
- June 14 - Board considers resolution approving 2023 Operating Budget Amendment #1



# Questions?

