

BCC MEETING DATE: September 10, 2024
AGENDA ITEM: DEPT-4

**MARTIN COUNTY, FLORIDA
SUPPLEMENTAL MEMORANDUM**

TO: Honorable Members of the Board of County Commissioners **DATE:** August 30, 2024

VIA: Don G. Donaldson, P.E.
County Administrator

FROM: Heather Dayan
Director of Human Resources and Risk Management

REF: 24-1196

**SUBJECT: APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN
MARTIN COUNTY AND TEAMSTERS LOCAL 769 FOR UPCOMING
THREE-YEAR TERM**

The purpose of this Supplemental Memorandum is to highlight that in addition to the approval of the Collective Bargaining Agreement between Martin County and Teamsters Local 769 (CBA), the Board is being asked to consider adjustments to the salary and leave provisions for non-bargaining employees. The wage and leave increases for the County Administrator, County Attorney and non-bargaining employees are included in the initial Agenda Item and are open for a full discussion by the Board.

Historically, when the Board considered approval of the Teamsters' CBA, the Board was also asked to make similar salary and leave adjustments for non-bargaining employees within the same agenda item. Specifically, it has been the Board's practice that when salary adjustments were approved for the Teamsters bargaining unit, the Board approved similar salary adjustments for positions that were non-bargaining. The approvals of the Teamsters CBAs have been the only time the Board has considered cost of living increases for the non-bargaining unit employees.

As has been done in the past, in this agenda item, Staff is requesting that the Board approve the same salary adjustment of 6% annually or a wage increase of \$2.50 per hour annually, whichever is greater, for the County Administrator, the County Attorney and all non-bargaining positions for Fiscal Year 2025, and a wage increase of 6% annually or a wage increase of \$1.50 per hour annually, whichever is greater, for the County Administrator, the County Attorney and all non-bargaining positions for Fiscal Years 2026 and 2027. Staff also recommends that the sick leave provision in the proposed Teamsters agreement also apply to the non-bargaining positions and be included in the Human Resources Manual.

Based on past practice, the proposed budget for fiscal year 25 includes the proposed increases for the County Administrator, County Attorney and non-bargaining employees. Year one of the proposed salary adjustments costs an estimated \$5.3 million, year two - \$4.2 million; and year three - \$4.4 million. These figures include all funding sources; both ad valorem and non-ad valorem (fee and enterprise) funded. This amount includes similar salary and sick leave increases for the County Administrator, the County Attorney and non-bargaining positions who follow the Human Resources Manual. Funds required for year one of the agreement have been budgeted in the FY25 Tentative Budget that was tentatively approved at the Budget Workshop on July 22, 2024.

Reviewed by County Attorneys' Office