



**Background Paper for Proposed Ordinance**

**COUNCIL MEETING DATE: June 13, 2022**

**TO:** President Heather Graham and Members of City Council

**VIA:** Marisa Stoller, City Clerk

**FROM:** Mayor Nicholas A. Gradisar  
Robert P. Jagger, Deputy City Attorney  
Marisa Pacheco, Human Resources Director

**SUBJECT:** AN ORDINANCE AMENDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PUEBLO AND THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 537

**SUMMARY:**

Attached is a proposed amendment to the collective bargaining agreement (“Labor Agreement”) between the City of Pueblo and the International Brotherhood of Police Officers Local 537 (“Union”) which would provide for a 7% increase as opposed to a 2.5% increase in 2023 and which would grant the City the option to extend the Agreement for one successive one-year term.

**PREVIOUS COUNCIL ACTION:**

Pursuant to Ordinance No. 9532 approved August 28, 2019, the City entered into a collective bargaining agreement (“Agreement”) with the Union for calendar year 2020. The Agreement granted the City the option to extend the Agreement for two successive one-year terms with a 2.75% increase in the salary schedule for year 2021 and a 2.5% increase in the salary schedule for year 2022.

Pursuant to Ordinance No. 9727 approved June 26, 2020, the parties amended and extended the Agreement and provided for no increase in the salary schedule during calendar year 2021. The amendment retained the City’s right to extend or not to extend the Agreement for calendar years 2022 and 2023 at the rates previously agreed.

Pursuant to Ordinance Nos. 9942 (May 24, 2021) and 10183 (May 23, 2022), City extended the Agreement for calendar years 2022 and 2023 at the rates previously agreed

**BACKGROUND:**

The proposed amendment to the “Labor Agreement” would provide for a 7% increase as opposed to a 2.5% increase in 2023 and would grant the City the option to extend the Agreement for one successive one-year term.

The decision to extend the term of the Labor Agreement must be made by the City Council on or before the 1st day of June 2023. The extended term shall be upon the same terms and conditions, except that wages shall be as follows:

The monthly pay rate for each class, grade, step or position of employees shall be increased over the amount set by Ordinance establishing the 2023 pay levels by an amount equal to the Regional Adjustment multiplied by the CPI Index. For purposes of the foregoing calculation, the following terms have the following meanings:

“Regional Adjustment” means the quotient obtained by dividing the 2023 average annual cost of living index for the Pueblo, CO Metro (Pueblo Urban Area) by the 2023 average annual cost of living index for the Denver-Aurora-Lakewood CO Metro (Denver Urban Area). The average annual cost of living index for each area shall be the composite index of the same name as published by the Council for Community and Economic Research (C2ER); and

“CPI Index” means the percentage increase for the period from January 2022 to January 2023 according to the following CPI index published by the United States Department of Labor’s Bureau of Labor Statistics:

Population Coverage: CPI-W

Area Coverage: Denver-Aurora-Lakewood Colorado

Series Items: All Items

Base Period: 1982-1984=100

**FINANCIAL IMPLICATIONS:**

The total estimated cost of the contract for 2022 including the across-the-board wage increase of 7% and step increases is approximately \$1,406,017.

**BOARD/COMMISSION RECOMMENDATION:**

Not applicable.

**STAKEHOLDER PROCESS:**

Not applicable.

**ALTERNATIVES:**

If the City Council does not approve the amendment, the Labor Agreement would remain at a 2.5% increase in 2023 and there would be no agreement for 2024, i.e the entire contract would be opened for negotiations in 2023 for 2024.

**RECOMMENDATION:**

City Administration recommends approval of this Ordinance.

**Attachments:**

Amendment to the Collective Bargaining Agreement between the City and the Union

ORDINANCE NO. 10211

AN ORDINANCE AMENDING AND EXTENDING THE TERM OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PUEBLO AND THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 537 FOR A ONE-YEAR PERIOD COMMENCING JANUARY 1, 2021 THROUGH DECEMBER 31, 2021

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The Amendment to the Collective Bargaining Agreement between the City of Pueblo and the International Brotherhood of Police Officers Local 537, a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved and pursuant to the requirements of Section 8-14(l) of the Charter of the City of Pueblo, Colorado, is enacted as an Ordinance.

SECTION 2.

The Mayor is authorized to execute the Amendment to the Collective Bargaining Agreement in the name of the City and the City Clerk is directed to affix the seal of the City thereto and attest same.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the policies and procedures described herein.

SECTION 3.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

**Action by City Council:**

Introduced and initial adoption of Ordinance by City Council on June 13, 2022.

Final adoption of Ordinance by City Council on June 27, 2022.

  
\_\_\_\_\_  
President of City Council

**Action by the Mayor:**

- Approved on June 29, 2022.
- Disapproved on \_\_\_\_\_ based on the following objections:

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*Hilda Leados*  
Mayor

**Action by City Council After Disapproval by the Mayor:**

- Council did not act to override the Mayor's veto.
- Ordinance re-adopted on a vote of \_\_\_\_\_, on \_\_\_\_\_
- Council action on \_\_\_\_\_ failed to override the Mayor's veto.

\_\_\_\_\_  
President of City Council

ATTEST

*W. S. ...*  
City Clerk