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COURT OF COMMON COUNCIL  
October 15, 2019

**2<sup>ND</sup> REPLACEMENT for item #29**

WHEREAS, workers in the Department of Public Works, more than in any other Department, receive real take-home wages which have fallen behind the cost-of-living and Living Wage standards, through:

- a. several recent years of failures by City Administration to offer any cost-of-living increases (""") through collective bargaining under threat of bankruptcy filing, and
- b. extreme increases in weekly pay deductions, such as for health care with both traditional (PPO) and for "High Deductible/HSA Plans", particularly:

*Health deductions 7/1/19 – 6/30/20 WEEKLY*

HDHP		buy up cost		PPO buy-up Plan
\$36.62	+	\$37.67	=	\$73.10
\$76.26	+	\$80.94	=	\$157.20
\$97.69	+	\$117.41	=	\$215.11

WHEREAS, many City workers have reported medical needs for themselves with very high up-front health plan deductibles such that they are unable to afford or must defer/postpone care - situations which have been proven in many documented cases to endanger their and their families' health and lives, may lead to medical debt and bankruptcy despite claimed protections, and has NOT been proven to save the City money when analyzed comprehensively and longer-term beyond first years' written budget, and

WHEREAS, workers on sanitation and recycling trucks for street collections and shop maintenance have a "*dirty job, less pay*", with for some facing occupational danger of injury and infection even with many years of service receiving NO hazardous bonuses and take-home after deductions of as low as \$350/week, and

WHEREAS, there is unequal pay (lack of equity) for shop maintainer mechanics for refuse and recycling trucks, lower than for fire equipment maintainers, and

WHEREAS, the City Administration can remedy these inequities without violating bargaining unit agreements through a. bonus or hazardous duty pay or b. joint agreement to re-open those sections of contracts (even before the next round) to bring pay scales up to respectable family livable wage standards, and

WHEREAS, there are in City budget several sources of funds that have been researched and uncovered from other City Department budgets (all of which have higher average pay levels) due to unfilled/vacant positions (resignations, retirements) and pending legal settlements (due to recent legal settlements for baseball and soccer stadiums), and not authorized by City Council for spending on other line items, therefore be it

RESOLVED, Court of Common Council [City Council] determines and authorizes Interdepartmental Transfers from several Departments (precisely calculated and totaled by Human Resources, Management and Budget, and Finance) into the Department of Public Works for purposes above to provide equity and fairness for these workers.