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HYBRID SPECIAL BHA MINUTES

MINUTES OF THE HYBRID SPECIAL MEETING OF THE BOARD OF COMMISSIONERS OF BREMERTON HOUSING AUTHORITY (BHA) HELD AT 11:00 AM ON NOVEMBER 7, 2022.

1. **CALL TO ORDER:** Meeting was called to order at 11:01 a.m.

2. **ROLL CALL:**

Present:

Chair Jeff Flood	Commissioner Andre Henderson
Vice Chair Jaime Forsyth	Commissioner Joan Hanten
Commissioner Bo Palmer	

Excused:

Commissioner Ryan Burton

BHA Staff Present:

Carlita Mendez	CMS Director
Sherman Enstrom	Finance Director
Andi Reed	Housing Director
Paula Kennedy	Human Resources Manager
Lorna Camacho	Minute Taker/Office Manager/Executive Assistant

3. **PUBLIC COMMENTS:** None

4. **CHAIR COMMENTS:** None

5. **COMMISSIONER COMMENTS:** None

6. **RESOLUTION B22-31 APPROVE TEAMSTERS COLLECTIVE BARGAINING AGREEMENT:**
Comments by Mrs. Mendez

Thank you for taking the time to be at today's meeting. Formal negotiations have concluded with the Teamsters union to renew the current Collective Bargaining Agreement (CBA) for a total of ten Teamster employees which expired on September 30, 2022. The bargaining agreement included the following three items:

- Compensation increases for Teamsters employee standby duties.
- For FY 2023 Teamsters employees will receive a 6.5% cost of living increase. Each year thereafter (through September 30, 2025), the wages will reflect a percentage increase that is no less than 2% and no greater than 5% based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

- Premium coverage (\$11.40/month per Teamster employee) for Monthly Disability Waiver policy.

The Fiscal Year 2023 budget proposed for adoption has sufficient capacity to cover. The renewed CBA would be retroactive to cover the period of October 1, 2022.

A brief discussion was held regarding wages are in alinement with other local agencies. A survey was conducted among nearby housing authorities including a preliminary comparable study with fair market study. Results stated we are in alignment with compensation.

A brief discussion was held regarding whether wages are in alinement with other local agencies. A survey was conducted among nearby housing authorities including a preliminary comparable study. Results stated we are in alignment with compensation. Teamsters have been lower in previous years. Wages is based on the CPI-W. Every June we reference the CPI-W which determines what our wages would be. This is performed on an annual basis. Cap is at 5% based on the CPI-W.

The OPEIU and Non-Union received a 5.5% increase one percent less than Teamsters. Management recommend Board of Commissioners to approve renewing the Teamsters CBA.

☞ **Chair Flood called for motion to approve Resolution B22-31 approving Teamsters Collective Bargaining Agreement as presented. Vice Chair Forsyth moved for approval of motion. Commissioner Palmer seconded motion. Chair Flood called for question. None opposed. Motion carried.**

7. ADJOURNMENT: There being no further business, the meeting was adjourned at 11:12 A.M.

Jill Stanton

 Executive Secretary

Jeff Flood

 Chairperson of the Board

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