



Approval of Memoranda of Agreements: Desert Remote Location Pay

Organization, Personnel & Technology Committee
Item 8-4
March 8, 2016

Background

- September 22, 2015, WSO outlined challenges staffing its Desert Remote Facilities (Iron, Eagle, Hinds Pump Plants)
 - Staff live and work at sites 24/7
 - Limited access to shopping, schools, entertainment, medical care
 - Family members sometimes live elsewhere
 - Additional household furnishings needed
- Loss of critical staff at Remote Facilities

Current Situation

- Higher vacancy rate
- Staff have transferred to Gene/Intake and In-Town Facilities
- Difficulty attracting new staff
- WSO presented several “short term” as well as “long term” solutions

Remote Location Incentive Pay

- Incentive pay a key “short term” solution
 - Offset expenses of second household
 - Payable after 12 months consecutive service
 - Lump sum payment not pensionable
 - Pay would “sunset” after three years,
 - Management will assess effectiveness
- Staff have since met with bargaining units and reached tentative agreements

How It Would Work

- Upon completion of one year's consecutive service at a Remote Facility:
\$6,000
- Upon completion of 2nd consecutive year:
\$8,000
- Upon completion of 3rd consecutive year:
\$10,000
- Regular full-time employees only

How It Would Work

- If approved by Board, employees already at a Remote Facility six months or longer credited with **six months qualifying service**
- Employees at Remote Facility less than six months begin qualifying on their start date
- *Example:*
 - *Employee started at Iron on 1/1/14*
 - *Begins qualifying for Incentive Pay 9/8/15*
 - *Receives \$6,000 on or about 9/8/16*

How It Would Work

- Retirement, resignation, transfer, or discharge during 12-month qualifying period = **ineligible for Incentive Pay for that year**
- Reinstatement to Remote Facility after a break in service = **employee begins qualifying anew**

Incentive Pay Will “Sunset”

- Incentive Pay will expire three years from date implemented
- Parties will negotiate whether to continue
- Will allow staff to assess effectiveness

Costing

- Total Cost over Three Years: **\$1.2 million**
- Assumes full Remote Facility staffing all three years

Options and Recommendation

- Option 1: Approve Incentive Pay agreements
- Option 2: Direct staff to renegotiate agreements with modified parameters
- Option 3: Reject agreements

- **Staff Recommendation: Option 1**

End of Presentation