



## CITY OF BETHLEHEM

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To: Grace Campsie Smith, Chair of Finance Committee  
From: Eric R. Evans, Business Administrator  
RE: Transfers for SEIU Labor Contract Settlement  
Date: January 10, 2025

There are 3 collective bargaining units within the City of Bethlehem. Two of the units, the FOP and IAFF, are currently operating under 4-year contracts that run from 2023-2026. The third unit, SEIU was operating under a contract that ran from 2022-2024, and was set to expire on December 31<sup>st</sup>. After a series of constructive meetings in November and December, we are pleased to announce that the administration and SEIU agreed to terms for a new 4-year contract that will run from 2025-2028. It was ratified by a vote of SEIU's general membership on December 19<sup>th</sup>.

Since the terms of the contract were not known at the time the 2025 budget was being prepared, no increases were included in any salary accounts (40001) for SEIU. In addition, TAMS, NC, and Contract employees have historically been provided with the terms included in the SEIU contract, and did not have any salary increases included. The administration anticipated the wage increase and included the funding needed within several large General Expense (0801) operating accounts, which are listed below. This memo identifies the accounts and amount required to be transferred into the bureaus' salary accounts (40001), for five of the funds in the 2025 budget. The funding that was reserved for the new contract is sufficient, and no other funding sources will be necessary.

<u>Fund</u>	<u>Account #</u>	<u>Title</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
General	0801-42085	Medical Insurance	\$8,000,000	\$7,800,000	(\$200,000)
	0801-42086	Workmen's Comp	\$1,400,000	\$1,320,000	(\$ 80,000)
	0801-42090	Unforeseen Contingency	\$300,000	\$0	(\$300,000)
	Various-40001	Salaries			<u>\$580,000</u>
					Net \$0

<u>Fund</u>	<u>Account #</u>	<u>Title</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Water	2006-42090	Unforeseen Contingency	\$155,214	\$0	(\$155,214)
	Various-40001	Salaries	\$3,879,938	\$4,035,152	<u>\$155,214</u>
					Net \$0

<u>Fund</u>	<u>Account #</u>	<u>Title</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Sewer	3003-42090	Unforeseen Contingency	\$164,495	\$0	(\$164,495)
	Various-40001	Salaries	\$4,111,469	\$4,275,964	<u>\$164,495</u>
					Net \$0

<u>Fund</u>	<u>Account #</u>	<u>Title</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
<b>Golf</b>	004A-42085	Medical Insurance	\$85,000	\$75,000	(\$10,000)
	004A-40001	Salaries	\$387,626	\$397,626	<u>\$10,000</u>
					Net \$0

<u>Fund</u>	<u>Account #</u>	<u>Title</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
<b>Stormwater</b>	012A-43299	Future Capital Needs	\$3,845,739	\$3,836,739	(\$9,000)
	012A-40001	Salaries	\$219,863	\$228,863	<u>\$9,000</u>
					Net \$0

## RESOLUTION NO. 2025-\_\_\_\_\_

BE IT RESOLVED by the Council of the City of Bethlehem that the SEIU collective bargaining unit's contract has been renegotiated for a new term and transfers are needed for SEIU Labor Contract Settlement which includes TAMS, NC, and Contract employees' salary increases for 2025;

WHEREAS, the administration anticipated the wage increase and included the funding within several large General Expense operating accounts (0801) listed below. The accounts and amounts required to be transferred into the bureaus' salary accounts (40001) for five of the funds in the 2025 budget are identified below. The funding reserved for the new contract is sufficient, and no other funding sources will be necessary; and

<u>Fund</u>	<u>Account #</u>	<u>Title</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
General	0801-42085	Medical Insurance	\$8,000,000	\$7,800,000	(\$200,000)
	0801-42086	Workmen's Comp	\$1,400,000	\$1,320,000	(\$ 80,000)
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					Net \$0

BE IT FURTHER RESOLVED that the wage increases shall be effective for 2025.

Sponsored by \_\_\_\_\_  
\_\_\_\_\_

ADOPTED by Council this       day of       , 2025.

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

ATTEST:

\_\_\_\_\_  
City Clerk