

Agenda Report

August 2, 2004

TO: City Council

FROM: City Manager

RE: Approval of the Memorandum of Understanding Between the City of Pasadena and the International Brotherhood of Electrical Workers for the Term July 1, 2003 through June 30, 2006.

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the International Brotherhood of Electrical Workers (IBEW) for the period July 1, 2003, through June 30, 2006, and authorize a journal voucher appropriating the necessary funds from the unappropriated fund balance and the Personnel Reserves to cover these increased costs.

BACKGROUND:

The City and representatives of IBEW met and conferred in good faith and the IBEW membership has ratified the tentative agreement reached by the parties. Economic adjustments include the following:

1. Salaries: Effective July 1, 2003, June 28, 2004, and June 27, 2005, each step of the Salary Step Schedule for specified classifications shall be increased by the amount indicated in Attachment 1.
2. Classifications: Effective June 16, 2004, the following classification changes will be implemented to reflect current job duties:
 - a. Convert up to five (5) Electrical Craft Helper positions into Electrical Construction Worker with a salary as indicated in Attachment 1;
 - b. Convert one (1) Electrical Craft Helper position into Construction Clerk with a salary established at 5% above Electrical Craft Helper;
 - c. Convert one (1) Electrical Craft Helper into a new classification entitled Vault Inspector with a salary established at 5% above Electrical Craft Helper;
 - d. Convert two (2) Electrical Mechanic positions into a new classification of Lead Electrical Mechanic with a salary established at 7% above Electrical Mechanic.

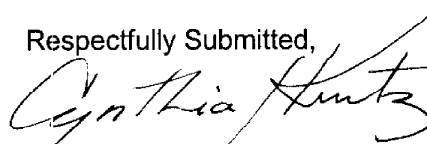
- e. Convert two (2) Instrument Mechanic positions into a new classification of Senior Instrument Mechanic with a salary set at 8.3% above Instrument Mechanic.
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- 2. Health Insurance: Effective upon the first payroll period following Council adoption, the City's contribution to the Employee Option Benefit Fund (EOBF) for employee-only coverage shall be increased to \$651.17 per month. Effective January 1, 2005 and January 1, 2006, the City's contribution to the EOBF for employee-only coverage shall be adjusted by 75% of the average dollar premium increase for the employee only coverage based upon the City-offered plans. Until the employee-only rate reaches the same rate as the employee plus dependants rate, the employee plus dependants contribution will remain unchanged. If/when the employee-only rate reaches the same level as the employee plus dependants rate, the escalator clause increasing the EOBF by 75% of the average dollar increase of the City-offered plans will again become effective for the employee plus dependants tier, and thereafter, one contribution rate for all members shall be in place.
 - 4. Deferred Compensation: The existing cap on the amount of unused health contributions (EOBF) that employees may place into their deferred compensation account shall be increased to \$680.00 per month (total amount deferred may not exceed the legal maximum).
 - 4. Boot Allowance: Annual Boot Allowance of \$250 per year will continue to be paid. In addition, effective January 1, 2004, employees who incur additional cost over \$250 for approved safety boots/shoes will be allowed a reimbursement for the additional expense up to \$100 upon presentation of a receipt.
 - 6. Acting Assignment Pay: When an employee is assigned on a temporary basis to the duties of a higher level position, and such employee assumes the full duties and responsibilities of that position, such employee shall be compensated from the first full day at a rate of pay which is no less than 5.5% nor more than the highest step of the classification for which the employee is temporarily assigned.
 - 7. Compensatory Time Off (CTO): A trial CTO program is implemented during the term of this MOU. An individual may earn CTO in lieu of paid overtime, at the applicable overtime rate, up to a maximum of 120 hours. The use of earned CTO must be requested in advance, and the Department may deny such use if it would result in the need for an overtime replacement.

FISCAL IMPACT:

The annual fiscal impact of the implementation of this MOU between the City of Pasadena and IBEW is estimated at \$525,816 for the first year of the MOU, \$360,087 for the second year, and \$253,055 for the third year of the MOU, including

salary and related benefit costs. Approximately 90% of these expenses are attributable to the Light and Power Fund. A portion of the funding needed to cover the increases in salaries and increases in benefit costs is included in the FY 2005 operating budget; the remainder of the funds is available in the unappropriated fund balance and the Personnel Reserve.

Respectfully Submitted,



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City Manager

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Approved by:



KARYN S. EZELL
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