

Agenda Report

February 5, 2007

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, 2006, THROUGH JUNE 30, 2010.

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, Local 18 (IBEW) for a four year term covering the period July 1, 2006, through June 30, 2010; and approve a journal voucher allocating funds from the unappropriated Light and Power Fund balance as may be necessary.

BACKGROUND

The City and representatives of IBEW negotiated in good faith and reached tentative agreement on a successor Memorandum of Understanding. On January 25, 2007, the union membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the Memorandum of Understanding including the following:

1. Salaries: Effective July 1, 2006, provide a 4% salary adjustment to the salary step schedule of all classifications in the bargaining unit classifications; a 4% salary adjustment effective July 1, 2007, a 4% salary adjustment effective July 1, 2008 and a 4% salary adjustment effective July 1, 2009; and,

Effective July 1, 2006, provide salary equity adjustments to those classifications in the bargaining unit which are listed in Attachment I.

2. **Health Insurance:** Eliminate the cap on the amount of the unused insurance contributions to the Employee Option Benefit Fund which can be rolled into deferred compensation.
3. **Tuition Reimbursement:** Effective January 1, 2007, increase the amount of tuition reimbursement that regular employees in this bargaining unit are eligible to receive to \$1,000 per calendar year. Amend language to allow regular employees who complete accredited job related coursework to be eligible for tuition reimbursement.
4. **Stand-by Pay:** Within 30 days of the City Council's adoption of this Memorandum of Understanding, establish a one year pilot program for stand-by pay whereby employees who elect to be on stand-by for a year will receive compensation as follows: Two (2) hours of regular pay for being on stand-by on a week day; three (3) hours of regular pay for being on stand-by on Saturday or on the employee's scheduled 9/80 day off; four (4) hours of regular pay for being on stand-by on a Sunday or on a City recognized holiday. This compensation will be in addition to any normal shift or overtime compensation as specified in the Memorandum of Understanding.
6. **Gainshare Program:** Amend the Gainshare Program by updating the baseline amounts and using a rolling five-year average as a basis to provide a monetary incentive for employees who show reductions in sick leave usage, lost time workers compensation claims, and traffic accidents.
7. **Retiree Medical:** The parties agree to negotiate a retiree medical benefit in which the City's contributions become effective January 2010.

FISCAL IMPACT:

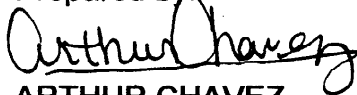
The fiscal impact of the implementation of this Memorandum of Understanding between the City of Pasadena and the International Brotherhood of Electrical Workers, Local 18 is estimated at \$1,004,060 for the first year of the Memorandum of Understanding, and \$2,304,731 for the entire four-year term of the contract, including salary and related benefit costs. Funding for anticipated salary increases was included in the FY 2007 operating budget.

Respectfully Submitted,



CYNTHIA J. KURTZ
City Manager

Prepared by:



ARTHUR CHAVEZ
Human Resources Manager

Approved by:



KARYN S. EZELL
Director of Human Resources

**Attachment I
Equity Adjustments Effective 7/1/06**

Classification	%
Electrical Mechanic, Asst. Electrical Mechanic, Electronic Technician, Lead Electrical Mechanic.	3.3%
Power Line Mechanic, Senior Cable Splicer, Power Trouble Shooter, Lead Power Line Mechanic, High Voltage Maintenance Mechanic, Lead Electrical Construction Worker, Electrical Craft Helper, Electrical Construction Worker, High Voltage Utility Equipment Operator, Vault Inspector, Field Design Technician.	5.7%
Power Dispatcher, Substation Operator	1.6%
Senior Power Dispatcher	3.3%
Instrument Mechanic, Senior Instrument Mechanic, Power Plant Instrument Foreman.	3.8%
Electrician, Senior Electrician.	2.9%
Electrical Tester, Senior Electrical Tester, Assistant Electrical Tester.	4.4%
Street Light & Traffic Signal Repairer, Street Light & Traffic Signal Mechanic, Street Lighting & Traffic Signal Technician.	6%