

Agenda Report

DATE: August 6, 2007

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF PASADENA AND AFSCME FOR THE
TERM JULY 3, 2006 THROUGH JULY 3, 2010.

RECOMMENDATION

It is recommended that the City Council:

1. Approve a successor Memorandum of Understanding between the City of Pasadena and American Federation of State, County and Municipal Employees (AFSCME) for a four-year term covering the period July 3, 2006 through July 3, 2010; and,
2. Approve a journal voucher allocating funds from the General Fund Personnel Reserve.

BACKGROUND

The City and representatives of AFSCME negotiated in good faith and reached tentative agreement on a successor Memorandum of Understanding. On July 27, 2007, the Union membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the Memorandum of Understanding include the following:

- 1) Salaries: Effective July 10, 2006, provide a 4% salary increase to all classifications in the bargaining unit; effective July 9, 2007, provide a 3.5% salary increase to all classifications in the bargaining unit; effective July 7, 2008, provide a 4% salary increase to all classifications in the bargaining unit; and July 6, 2009, provide a 4% salary increase to all classifications in the bargaining unit.

Effective July 10, 2006, provide salary equity adjustments in the percentages indicated to the following classifications: Plumber 5.1%, Sr.

Plumber 5.1%, Carpenter .5%, Sr. Carpenter.5%, Caulker & Repair Mechanic 10%, Caulker & Repair Lead Mechanic 10%, Environmental Health Tech 8.6%, Water Systems Operator 3.1%, Water Troubleshooter 3.1%, Equipment Mechanic Series .7% (Equipment Mechanic I, II, III; Master Mechanic; Apprentice Mechanic; Parts Tech; Asst. Parts Technician; Tire Repair Attendant; Auto Service Attendant; Garage Attendant), PW Maintenance Worker II .2%, Business Tax Inspector 2.4%, Maintenance Assistant 6.1%, and Parking Meter Mechanic (New Class): .3%.

2) Overtime: Add language to provide for double time for all overtime in excess of two hours worked between midnight and the start of his or her regular day shift. Provide that in the event an employee works eight or more hours immediately prior to his or her regular work shift, the double time rate will continue for the regular shift.

3) Sick Leave: Effective January 1, 2007, provide that sick leave shall accrue at a rate of 80 hours per full calendar year from the date of hire.

4) Life Insurance: Effective the first pay period following adoption of the MOU, provide for an increased City-paid life insurance benefit of \$20,000 for each employee.

5) Dental Insurance: Effective July 1, 2006, increase the amount that the City will contribute to the premium for dental care for dependents to up to \$40.00 per month.

6) Health Insurance: Effective July 1, 2006, increase the City contribution to the Employee Option Benefit Fund (EOBF) to \$797 per month; effective January 1, 2007, increase the contribution by 75% of the average dollar increase in the family rate for health plans offered by the City; and effective January 2010, increase the contribution to an amount equivalent to the monthly premium of the least expensive family health plan offered by the City, provided that the City's contribution to EOBF will not be less than its contribution during the 2009 calendar year.

7) Boot Allowance: Effective January 1, 2008, employees who are required by management to wear approved safety shoes/boots as part of their job shall receive a boot allowance of \$150 per year instead of a reimbursement for the purchase of such boots.

8) Sewer Maintenance Pay: Effective the first pay period following the adoption of the MOU, provide assignment pay in the amount of \$100 per month to regular full-time employees in the Public Works Maintenance Worker classifications regularly assigned to perform sewer maintenance duties.

9) Gainsharing: Amend the Gainshare Program to update the baseline amounts and implement a five-year rolling average by department.

10) Bereavement Leave: Add registered domestic partner to the definition of immediate family member for the purposes of bereavement leave.

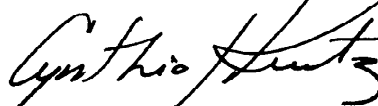
11) Retiree Medical: Add language to acknowledge that, at the request of the Coalition of Non-Safety Unions, the City will commence negotiations with the Coalition on a retiree medical program for which contributions shall commence no sooner than January 1, 2010.

12) Water Service Operator and Pipe Fitter Apprenticeship Programs: Add language which obligates management and AFSCME to develop and implement an apprenticeship program for water quality classifications and to discuss an apprenticeship program for classifications performing pipefitter duties.

FISCAL IMPACT:

The FY 2008 fiscal impact of the implementation of this Memorandum of Understanding is estimated to be \$1,929,083; and \$3,361,439 for the four-year term of the contract, including salary and related benefit costs. Funding for the anticipated salary increases is included in the Adopted FY 2008 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