



# Agenda Report

DATE: October 27, 2008

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND PASADENA MANAGEMENT ASSOCIATION FOR THE TERM OF APRIL 1, 2008 THROUGH MARCH 17, 2012.

## RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Management Association (PMA) for a four-year term covering the period April 1, 2008, through March 17, 2012.

## BACKGROUND

The City and representatives of PMA negotiated in good faith and reached tentative agreement on a successor Memorandum of Understanding. On August 26, 2008, 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 April 14, 2008, provide a 4% salary increase to the control rates of all classifications in the Pasadena Management Association; effective April 13, 2009, provide a 4% salary increase; effective April 12, 2010, provide a 4% salary increase; and effective April 11, 2011, provide a 4% increase; and,
2. Equity Adjustments: Effective April 14, 2008, the following classifications will receive equity adjustments as follows:
  - a. Public Works Supervisor 3.5%
  - b. Executive Secretary 4.0%

c.	Office Support Supervisor	4.0%
d.	Librarian I, II, III	5.0%
e.	Principal Librarian	5.0%
f.	Management Analyst I – V	5.5%
g.	Program Coordinator I- III	5.5%
h.	Plans Examiner Series	1.5%
i.	Building Official	1.5%
j.	Engineer Series	4.8%
k.	Construction Inspector I – II	2.5%
l.	Community Services Supervisor II	10.0%
m.	Electrical Mechanic Crew Supervisor	9.9%
n.	Code Compliance Manager	14.7%
o.	Utility Services Planning Supervisor	7.9%
p.	Work Experience Supervisor	7.9%
q.	Career Services Coordinator	5.5%

3. Supervisor/Subordinate Salary Differential: Effective April 14, 2008, and during the first year of this MOU, implement increase to establish a 15% salary differential between the following PMA supervisory classes and their respective subordinate classes:
  - a. Power Dispatching Supervisor
  - b. Power Distribution Supervisor
  - c. Power Distribution Crew Supervisor
  - d. Power Production Supervisor
  - e. Power Production Superintendent
  - f. Public Works Supervisor (Electrical)
  - g. Senior Street Light & Signal Mechanic
  - h. Street Maintenance & Integrated Waste Management Administrator
  - i. Building Systems & Fleet Management Administrator
  - j. Parks & Forestry Administrator
  - k. Power Plant Maintenance Supervisor
  
4. FLSA Exempt Employees: Add language to clarify and limit the existing overtime for certain supervisor and crew supervisor classifications, and the existing provisions providing for compensations for work performed in addition to an employee's regular work week on special projects and events.
  
5. Dental Insurance: Effective the first day of the month following the City Council's adoption of this Memorandum of Understanding, the City's contribution to employee dental insurance premiums for dependent coverage will increase to \$80 per month.

6. Health Insurance: Effective May 1, 2008, the City's contribution to the Employee Option Benefit Fund (EOBF) will increase to \$934.18 per month; and effective January 1, 2009, and thereafter, increase the City's contribution to EOBF by 75% of the average dollar increase in the family rates of the health plans offered by the City.
7. Retiree Medical: Add language to reflect the existing agreement between the City and the coalition of non-safety Unions regarding a defined contribution plan for retiree medical.
8. Car Allowance: Effective the first day of the month following the City Council's adoption of this Memorandum of Understanding, increase the amount Middle Management and professional employees are eligible to receive from \$188 per month to \$275 per month and for Top Management employees from \$212 per month to \$300 per month.
9. Tuition Reimbursement: Effective the first day of the month following the City Council's adoption of this Memorandum of Understanding, increase tuition reimbursement to \$1,000 per fiscal year.
10. Bilingual Pay: Effective the first pay period following City Council's adoption of this Memorandum of Understanding, provide bilingual pay of \$75 per month to qualified employees who meet the criteria and guidelines for bilingual pay in the City's Manual of Personnel Rules, Practices and Procedures.

FISCAL IMPACT:

The total first year fiscal impact is estimated to be approximately \$4,256,548; the fiscal impact of the four-year package is estimated to be approximately \$11,618,786. Funds have been included in the fiscal year 2009 operating budget to offset the cost of the first increase. To the extent that actual costs exceed this amount, departments will absorb the expenditure within existing appropriations.

Respectfully Submitted,



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Prepared By:



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Approved By:



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