

Agenda Report

DATE: August 15, 2011

TO: Honorable Mayor and City Council

FROM: City Manager

RE: APPROVAL OF AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, FOR THE TERM JULY 1, 2010 THROUGH JUNE 30, 2013

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding (MOU) between the City of Pasadena (City) and the International Brotherhood of Electrical Workers (IBEW) for the term of July 1, 2010 through June 30, 2013.

BACKGROUND:

The City and representatives of IBEW have met and conferred in good faith and have reached agreement on a successor MOU, which provides for the following:

1. **Salaries:** No cost of living increases will be provided for the term of the MOU. Effective July 4, 2011, provide up to 2% equity increase for classifications found to be below market average, with recruitment and retention issues. Effective July 2, 2012, upon completion of a classification consolidation study, provide up to 2.5% equity increase for classifications found to be below market average, with recruitment and retention issues,
2. **Classification Consolidation:** Reduce the number of IBEW classes by consolidating the duties and functions of existing classifications into new classifications to enhance operations and encourage professional growth. Employees will be encouraged to participate in City-funded training and meet the job qualifications of the new classes.

3. **Electrician Classification:** The City will complete a classification study of the PW Electrician within 60 days of June 9, 2011. The Electrician classification will be removed from the equity surveys for 2010-2013. If the classification study determines that the Electrician classification duties exceed the current salary, the Electrician classification will receive salary increases of no more than 2% in 2011 and no more than 2.5% in 2012. As part of the process Human Resources will analyze job descriptions, duties, and specifications for positions that perform the same duties as the City of Pasadena Electrician, but will not include any utility related positions. Any 2011 salary increase as a result of this study will be retroactive to July 4, 2011.
4. **Health Insurance:** Effective upon adoption of this agreement by Council, employees with full family coverage will receive a one-time reimbursement in the amount of \$51.16 per month for the difference between January 2011 and the pay period following Council approval for full family coverage that is in excess of the out of pocket expense incurred as of December 2010 for the least expensive family health plan premium. Effective January 1, 2012, eliminate the Employee Option Benefit Fund (EOBF) escalator clause from the MOU, freeze the City's EOBF contribution to employee's with no health insurance and single health coverage at the 2011 contribution rate, and freeze the City's contribution for 2-party coverage & full family coverage at the 2011 contribution rate until the premium of the least expensive 2-party plan & full family plan offered to all employees exceeds the sum of the City's contribution & the PERS mandated contribution to health insurance. Then, the City will contribute to EOBF an amount, that when combined with the PERS mandated contribution, will cover the cost of the least expensive 2-party & full family plan offered to all employees.
5. **Vacation:** Effective January 1, 2012, or as soon as administratively possible thereafter, employees will accrue vacation as earned. Employees will not receive an annual allocation of vacation hours in January of each year.
6. **Admissions Day:** Effective January 1, 2012, Admissions Day will be a floating holiday for all IBEW members with the following exceptions: Power Dispatchers, Sr. Power Dispatchers, and Troubleshooters will continue to observe Admissions Day as a holiday and will be compensated with holiday pay when assigned to work on September 9th.
7. **Gainsharing Program:** Upon adoption of this agreement by Council, eliminate the Gainsharing Program from the MOU.
8. **Direct Deposit:** Effective July 1, 2011, or as soon as administratively possible thereafter, all employees on direct deposit will no longer receive a printed

statement. Statements will be available online. The Union agrees to support the City in encouraging employees not on direct deposit to sign up for direct deposit.

9. Bereavement: Upon adoption of this agreement by Council, immediate family member will be defined as employee's spouse, parents, step parents, siblings, children, step children, grandparent, grandchild, and immediate family members of spouse.
10. Sick Leave: Current Sick Leave usage and calculation practices will remain in place through December 31, 2011. Effective January 1, 2012, Reserve sick leave banks will be frozen and will cease to accrue further balances. Allow employees with Reserve sick leave banks to use hours in their Reserve sick leave bank as they would Extended Injury and Illness Leave hours. Effective, January 1, 2012, implement MOU language for the accrual and use of Extended Sick Leave.

COUNCIL POLICY CONSIDERATION:

The adoption of the Memorandum of Understanding between the City of Pasadena and the International Brotherhood of Electrical Workers supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

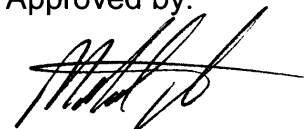
The fiscal impact on the General Fund of the adoption of this proposed contract is \$1,200 for fiscal year 2011 and \$10,000 for fiscal year 2012, and \$25,000 for fiscal year 2013. The fiscal impact on the Power Fund of the adoption of this proposed contract is \$15,200 for fiscal year 2011, \$277,000 for fiscal year 2012, and \$349,000 for fiscal year 2013. The fiscal impact on the Building Maintenance Fund of the adoption of this proposed contract is \$600 for fiscal year 2011, \$7,000 for fiscal year 2012, and \$14,000 for fiscal year 2013.

Respectfully Submitted,



MARY ELLEN SCHUBEL
Interim Director
Department of Human Resources

Approved by:



Michael J. Beck
City Manager