



Agenda Report

January 09, 2017

TO: Honorable Mayor and City Council
FROM: Human Resources Department
RE: APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 18 FOR THE TERM OF JULY 1, 2016 – JUNE 30, 2019

RECOMMENDATION:

It is recommended that the City Council approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the International Brotherhood of Electrical Workers (IBEW), Local 18 for the term of July 1, 2016 through June 30, 2019.

BACKGROUND:

The City's existing MOU with IBEW expired on June 30, 2016. The parties entered into contract negotiations in June 2016 and reached a tentative agreement on a three-year successor MOU in December 2016. On December 30, 2016, IBEW members voted to ratify the new MOU.

The following is a summary overview of the key contract modifications:

1. Salaries - Effective the beginning of the pay period following City Council approval of the MOU, all employees in the classifications of Heat, Ventilation, & Air Conditioning Technician; Senior Heat, Ventilation, & Air Conditioning Technician; Automated Controls Technician; and Senior Automated Controls Technician will receive an equity adjustment of 6.99% based on a labor market survey. This equity adjustment is in addition to the salary increase provided to all members of the unit.

Effective the beginning of the pay period following City Council approval of the MOU, High Voltage Maintenance Mechanic will receive a base pay increase of three (3.0%) percent. This salary adjustment is in addition to the salary increase provided to all members of the unit.

Effective the beginning of the pay period following City Council approval of the MOU, all members of the bargaining unit will receive a two percent (2.0%) base salary increase.

Effective the pay period which includes July 1, 2017, all members of the bargaining unit will receive a two percent (2.0%) base salary increase.

Effective the pay period which includes July 1, 2018, all members of the bargaining unit will receive a two percent (2.0%) base salary increase.

2. One-time Lump Sum – The first pay period following City Council approval of the MOU, all members of the bargaining unit will receive a one-time lump sum payment of \$1,200.
3. Prescription Eyeware – The reimbursement for prescription eyeware will be increased from \$200 per year to \$250 per year.
4. Crane Certification Pay – \$200 per month will be provided to employees possessing a state certification for crane operations and designated by the Department to operate. This provision is limited to employees in the classifications of Electrical Distribution Mechanic, Senior Electrical Distribution Mechanic, Lead Electrical Mechanic, and Electrical Mechanic.
5. Education Pay – \$200 per month will be provided to employees possessing a Bachelor's degree in Electrical Engineering or Engineering Technology subject to Department head discretion and operational need. This provision is limited to employees in the classifications of Electrical Tester, Senior Electrical Tester, Instrument Mechanic, and Senior Instrument Mechanic.
6. Shift Differential – Shift differential pay for swing and graveyard shifts will be increased from \$1.40 per hour to \$1.65 per hour. Shift differential pay for Power Dispatchers and Senior Power Dispatchers will be increased from \$0.95 per hour to \$1.20 per hour.

COUNCIL POLICY CONSIDERATION:

The adoption of the Memorandum of Understanding between the City of Pasadena and IBEW, Local 18 supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

The fiscal impact of the three-year agreement is approximately \$1.6 million, of which approximately \$85,000 (5.3%) will impact the General Fund with the remaining balance impacting the Light & Power Fund, Power Capital Projects Fund, Building Maintenance Fund and Water Fund. The FY17 impact is approximately \$300,000. It is expected that operating departments will absorb the FY17 impacts within their existing budgets.

Respectfully Submitted,



Jennifer Curtis
Director of Human Resources

Prepared by:



Jaime Marie Arellano
Senior Human Resources Analyst

Approved by:



Steve Mermell
City Manager

Attachments:

1. MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS