



Agenda Report

October 15, 2018

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 858 FOR THE TERM OF JULY 1, 2018 – JUNE 30, 2019

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review; and
2. Approve a Memorandum of Understanding between the City of Pasadena and the American Federation of State, County and Municipal Employees, Local 858 for the term of July 1, 2018 – June 30, 2019.

BACKGROUND:

The American Federation of State, County and Municipal Employees (AFSCME), Local 858 represents 304 full-time equivalent employees in eleven City departments, including Water and Power, Public Works, Police, Planning, and Human Services and Recreation. AFSCME's previous Memorandum of Understanding (MOU) was a three-year agreement that expired on June 30, 2018. The City and AFSCME commenced negotiations for a successor MOU on August 29, 2018 and reached a tentative agreement for a one-year contract on September 18, 2018. On October 3, 2018, AFSCME's membership overwhelmingly approved the tentative agreement.

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

1. Term: July 1, 2018 – June 30, 2019
2. Salaries: Effective October 15, 2018, all bargaining unit members will receive a 2% base salary increase.
3. One-time Lump Sum Payment: Effective the pay period that includes October 15, 2018, all bargaining unit members will receive a one-time lump sum payment in the amount of \$750.
4. Stand-by Pay: Employees assigned to a stand-by/on-call list by their department for the purpose of responding to emergencies will be compensated at the rate of one hour of base pay for each workday on stand-by and two hours of base pay for each regularly scheduled day off or City-observed holiday assigned to stand-by.
5. Employer-paid Dental Insurance Contribution: The City's contribution for dependent dental care coverage will be increased by up to \$50 per month to a maximum of \$90 per month. The City currently contributes up to \$40 per month for dependent dental coverage.
6. Compensatory Time Off – Employees in the Police Department will be allowed to accrue compensatory time off in lieu of overtime up to a maximum of 120 hours per year. Accrued compensatory time off will be cashed out annually during the final pay period of the fiscal year.
7. Shift Differential: The shift differential for employees regularly assigned to the swing or graveyard shift will be increased by \$0.10 per hour, from \$1.40 per hour to \$1.50 per hour.
8. Acting pay for employees temporarily assigned to perform the duties of a higher classification will be standardized at 5.5% for all acting assignments. The current acting assignment rate varies between 5% and 6%.
9. Language: The MOU contains additional mutually agreed to modifications, updates, and language clean-up on a variety of non-economic items.

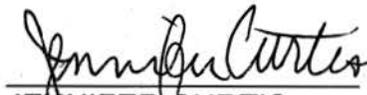
COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

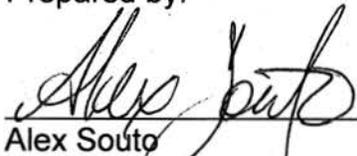
The fully burdened fiscal impact of this agreement is approximately \$710,000 through June 30, 2019. There are sufficient appropriations in the current FY 2019 Operating Budget to support the negotiated wage increases. Approximately 35% of this cost will impact the General Fund.

Respectfully Submitted,



JENNIFER CURTIS
Director of Human Resources

Prepared by:



Alex Souto
Human Resources Manager

Approved by:



STEVE MERMELL
City Manager

Attachment:

1. July 1, 2018 - June 30, 2019 AFSCME Memorandum of Understanding