



Agenda Report

December 16, 2019

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: **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, 2019 – JUNE 30, 2022**

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 International Brotherhood of Electrical Workers, Local 18 for the term of July 1, 2019 – June 30, 2022.

BACKGROUND:

The International Brotherhood of Electrical Workers (IBEW), Local 18 represents approximately 110 full-time equivalent positions in the Departments of Water and Power and Public Works. IBEW's existing Memorandum of Understanding (MOU) expired on June 30, 2019. The City and IBEW commenced negotiations for a successor MOU on March 4, 2019 and reached a tentative agreement on a three-year contract on November 25, 2019. On December 9, 2019, IBEW's membership approved the tentative agreement.

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

1. Term: July 1, 2019 – June 30, 2022
2. Salary Increases:
 - a. Effective December 9, 2019: 2.5%
 - b. Effective June 22, 2020: 2.5%
 - c. Effective the pay period that includes July 1, 2021: 2.5%
3. Lump Sum Payment: \$750 one-time lump sum payment for all bargaining members in the unit on the date of Council adoption of this agreement.
4. CalPERS Cost-share: Effective beginning on the pay period that includes July 1, 2021, unit members will pay one-half of one percent (0.5%) toward the City's employer CalPERS rate as cost-sharing on a pre-tax basis.
5. Effective December 9, 2019, Exhibit II, Apprenticeship, Wage Schedule of the MOU will be revised to provide Apprentice Electrical Distribution Mechanic's a higher percentage of the journey-level wage at each step of the apprenticeship.
6. The probationary period for journeyman classifications will be changed from 12 months to 6 months for employees who complete a City of Pasadena/IBEW apprenticeship program.
7. Overtime Meals: Overtime meal compensation will be increased from \$16 to \$17 per meal.
8. Welding Certificate: \$200 per month will be provided at department director discretion for up to five employees in the classification of Electrical Mechanic or Lead Electrical Mechanic who possess a current welding certificate.
9. Boot Allowance: Increase boot allowance from \$250 to \$350 per calendar year.
10. New Classifications: Establish the new classifications of Apprentice Power Dispatcher and Apprentice Electronics Technician.
11. Effective December 9, 2019, the Lead Electrical Mechanic salary range will receive an additional 3.3% to create a differential between the journey level and lead level classification that is consistent with other classification series within IBEW.

12. Power Dispatcher Classification:

- a. Effective December 9, 2019, add two salary steps of 2.5% each to the top of the Power Dispatcher salary step range.
- b. Effective December 9, 2019, move current Power Dispatcher incumbents up to the salary step closest to a 5% salary increase as a result of their assuming switching duties.
- c. Effective the pay period that includes July 1, 2021, increase the Power Dispatcher salary step range by an additional 1%.

13. Provide Substation Operators training pay of 3% of base pay for hours spent training higher level classifications (Apprentice Power Dispatchers, Power Dispatchers, Senior Power Dispatchers) to assume switching duties.

14. Holiday Accruals: All city holidays accrue in the pay period in which they are earned.

15. Language: The MOU contains additional mutually agreed to modifications, updates, and language clean-up on a variety of non-economic items.

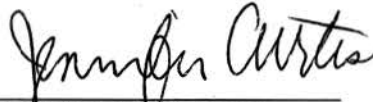
COUNCIL POLICY CONSIDERATION:

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 new three-year agreement is approximately \$3.792 million through the term of the contract. The estimated cost of \$350,000 for FY 2020 will be covered by sufficient appropriations in the FY 2020 Operating Budget, which factored in growth for salary and benefit increases.

Respectfully Submitted,



JENNIFER CURTIS

Director of Human Resources

Prepared by:


Jaime Arellano
Senior Human Resources Analyst

Approved by:


STEVE MERMELL
City Manager

Attachment:

1. July 1, 2019 - June 30, 2022 IBEW Memorandum of Understanding