



Agenda Report

November 25, 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 AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 858 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 American Federation of State, County and Municipal Employees, Local 858 for the term of July 1, 2019 – June 30, 2022.

BACKGROUND:

The American Federation of State, County and Municipal Employees (AFSCME), Local 858 represents approximately 300 full-time equivalent positions in eleven City departments, including Water and Power, Public Works, Police, Planning, and Human Services and Recreation. AFSCME's existing Memorandum of Understanding (MOU) is a one-year agreement that expired on June 30, 2019. The City and AFSCME commenced negotiations for a successor MOU on April 1, 2019 and reached a tentative agreement on a three-year contract on November 6, 2019. On November 14, 2019, AFSCME'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 November 25, 2019: 2.5%
 - b. Effective June 22, 2020: 2%
 - c. Effective the pay period that includes July 1, 2021: 1%
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. Classification and Compensation Studies: The City will conduct classification and compensation reviews of the classification series of Equipment Mechanic and Maintenance Worker (Irrigation) and conduct an assessment of the operational utility of establishing a Senior Park Safety Specialist classification. The City will conduct classification and compensation reviews of an additional four classifications each fiscal year as submitted by AFSCME. Salary adjustments resulting from the compensation reviews will be at the discretion of the City in each year of the contract.
5. Water Treatment and Distribution Certification Pay: \$750 one-time lump sum payment for employees in the Water Division of the Pasadena Water and Power Department for attainment of each Water Distribution and/or Water Treatment certification in excess of the requirements of their position.
6. Shift Differential: Effective January 6, 2020, the shift differential for employees in the Police Department will be modified to be paid on all hours worked in excess of four between the hours of 3:00 pm and 5:59 am.
7. Tool Allowance: \$500 one-time tool allowance for employees in the classifications of Equipment Mechanic I, II and III on the date of Council adoption of this agreement.
8. Bilingual Pay: The monthly bilingual stipend will be increased to \$90 (from \$70).
9. Employer Life Insurance: The value of employer provided life insurance will be increased to \$50,000 (from \$30,000).
10. Employer-paid Dental Insurance: The City will contribute up to 100% of the cost of the family level dental PPO plan offered by the City. The City's contribution will be commensurate to the employee's enrollment election.
11. Workers' Compensation Salary Continuation: The City will provide salary continuation in the amount of 100% of base pay for up to 10 months (from 12 months).

12. 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:

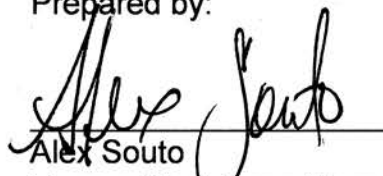
The fully burdened fiscal impact of this new 3-year agreement is approximately \$5.1 million through the term of the contract. The estimated cost of \$584,000 for FY 2020 will be covered by sufficient appropriations in the FY 2020 Operating Budget, which factored in growth for salary and benefit increases.

Respectfully Submitted,



JENNIFER CURTIS
Director of Human Resources

Prepared by:


Alex Souto
Human Resources Manager

Approved by:


STEVE MERMELL
City Manager

Attachment:

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