

# Agenda Report

TO: City Council

DATE: August 14, 2000

FROM: City Manager

SUBJECT: Ratified Agreement between City of Pasadena and International Brotherhood of Electrical Workers, Local 18 (IBEW) for the term July 3, 2000 through June 29, 2003.

## RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and IBEW for the period July 3, 2000 through June 29, 2003, and direct the Director of Finance to prepare a journal voucher allocating funds from the Power, General, and Building Maintenance funds.

## BACKGROUND:

Representatives of the City and IBEW have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period July 3, 2000 through June 29, 2003.

Economic adjustments include the following:

1. Salary Adjustment – Effective July 3, 2000, there shall be an increase of 2.5% in each step of the classification salary step schedule for all classifications;
2. Salary Adjustment – Effective July 2, 2001, there shall be an increase of 3.5% in each step of the classification salary step schedule for all classifications;
3. Salary Adjustment – Effective July 1, 2002, there shall be an increase of 3.0% in each step of the classification salary step schedule for all classifications;
4. Recruitment and Retention – Effective July 3, 2000, there shall be an increase of 2.0% in each step of the classification salary step schedule for Power Line Mechanic. Effective July 2, 2001, there shall be an additional increase of 1.5%. These increases are intended to attract and retain qualified personnel;

5. Equity Adjustments – Effective July 3, 2000, there shall be an increase of 5.0% in each step of the classification salary step schedule for Senior Electrician; 4.0% in each step of the classification salary step schedule for Lead Electrical Construction Worker; 3.0% in each step of the classification salary step schedule for Utilities Equipment Operator; and 2.0% in each step of the classification salary step schedule for Power Dispatcher;
6. Equity Adjustments/Added Responsibilities – Effective July 3, 2000 there shall be an increase of 2.0% in each step of the classification salary step schedule for Instrument Mechanic. Effective July 3, 2000, there shall also be a 2.5% premium for employees in the classification of Senior Cable Splicer, to be payable only when such employees are assigned by Management to perform sewage removal, or authorized asbestos abatement
7. Market Equity Adjustments – Effective July 2, 2001, if the classifications of Sr. Cable Splicer, Utilities Equipment Operator, Instrument Mechanic and Power Dispatcher are found to be at least one percent below the average of the marketplace, shall receive an additional increase of 1.0%-3.0%. If said classifications are found to be more than three percent below the average of the marketplace, they shall receive up to an additional 2.0% effective July 2, 2002. A salary survey of said classifications shall be conducted prior to July 2, 2001;
8. Tuition Reimbursement – Effective July 3, 2000, up to \$500/year for employees pursuing an Associate of Arts degree or higher in a job-related field;
9. Temporary Assignments – Effective July 3, 2000, employees temporarily performing the full duties of a higher level position for at least one day to receive no less than 5.5% increase as temporary assignment pay;
10. Safety Glasses – Effective July 3, 2000, employees requiring prescription safety glasses to be reimbursed for up to \$200 per year;
11. Health Insurance – Effective July 2, 2001, increase City contribution by 75% (currently 60%) of the average premium increase of PERS-Care, Kaiser and Cigna;
12. PERS Credit for Unused Sick Leave – Upon adoption of this MOU by Council, request actuarial study from the California Public Employees' Retirement System for the cost of implementing Govt. Code Section 20965, which would provide .004 year of service credit for each day of unused sick leave in calculating retirement benefits.

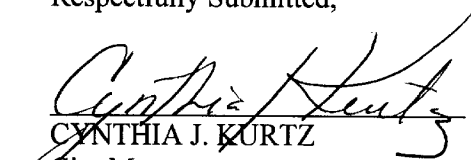
This tentative agreement was submitted to the IBEW membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The cost of the proposed increases for the 93 IBEW employees is as follows: the salary range increase is estimated at \$171,651 for fiscal year 2001; the Recruitment and Retention increase is estimated at \$8,245; the Equity Adjustments and Added Responsibilities increases are estimated at \$26,647; the estimated cost of Tuition Reimbursement is \$14,000; the estimated cost of the Safety Glasses is \$5,000. For fiscal year 2001, the total estimated cost of the agreement is \$225,543. The agreement with IBEW represents an overall increase of 3.3% over current salary and benefit expenditures for this bargaining unit. Funds have been budgeted in the Power, General, and Building Maintenance funds to cover the cost for fiscal year 2001.

The costs for fiscal year 2002 and fiscal year 2003 are projected at \$311,801 and \$267,688 respectively, and will be incorporated in subsequent operating budgets presented to City Council for review and adoption.

Respectfully Submitted,

  
CYNTHIA J. KURTZ  
City Manager

Approved:

  
GALE E. HARRISON  
Director of Human Resources

Concurrence:

  
J. M. GOLDSTONE  
Director of Finance