

## Agenda Report

TO:

City Council

DATE:

April 24, 2000

FROM:

City Manager

SUBJECT:

Ratified Agreement between City of Pasadena and International Union of

Operating Engineers, Local 501 for the term March 27, 2000 through

March 23, 2003.

## RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and IUOE for the period March 27, 2000 through March 23, 2003; and direct the Director of Finance to prepare a journal voucher allocating funds from the Power Fund.

## BACKGROUND:

Representatives of the City and IUOE have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period March 27, 2000 through March 23, 2003.

Economic adjustments include the following:

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- 1. Salary Adjustment Effective March 27 2000, the control rates for each classification will be increased 2.5%;
- 2. Salary Adjustment Effective March 26, 2001, the control rates for each classification will be increased 3.0%;
- 3. Salary Adjustment Effective March 25, 2002, the control rates for each classification will be increased 3.0%:
- 4. Market Equity Adjustments Effective March 27, 2000, the classifications of Control room Operator, Steam Plant Operator and Power Plant Mechanic (includes classifications of High Pressure Welder and Insulation Mechanic) will receive an equity adjustment of 2%. to maintain them at the market average;

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- 5. Shift Differential/Swing & Graveyard Effective March 27, 2000, the Swing and Graveyard Shift Differential will be increased from \$1.00 to \$1.25;
- 6. Shift Differential/Control Room Operators & Steam Plant Operators (these classes receive a separate shift differential which is not based on swing or graveyard hours) Effective March 27, 2000, the Shift Differential for Control Room Operators and Steam Plant Operators will be increased from \$.80 to \$.90; effective March 26, 2001, the Shift Differential will be increased to \$1.00;
- 7. Tuition Reimbursement Effective March 27, 2000, up to \$650/year for employees pursuing an Associate of Arts degree or higher in a job-related field;
- 8. Safety Shoe: The annual allotment for safety shoes will be increased from \$100 to \$175.

This tentative agreement was submitted to the IUO1 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 per year of the proposed increases for the 21 IUOE employees is as follows: the salary range increase is estimated at \$34,294 for the first year of the contract; the market equity adjustments are estimated at \$27,435; the increase in the Shift Differential Swing/Graveyard is estimated at \$1.832; the increase in the Shift Differential for Control Room Operators and Steam Plant Operators is estimated at \$3,744; the estimated cost of Tuition Reimbursement is \$4,550; the increase in the annual safety shoe allotment is \$975. For fiscal year 2000, the cost of the agreement is \$18,939, which represents a prorata share of the annual cost. The agreement with IUOE represents an overall increase of 5.3% over current salary and benefit expenditures for this bargaining unit. Funds have been budgeted in the Power Fund to cover this cost for fiscal year 2000.

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Respectfully Submitted,

City Manager

Approved:

GALE E. HARRISON

Director of Human Resources

Concurrence:

CAN JAY M. GOLDSTONE

Director of Finance

Agreement:

RUFUS HIGHTOWER

General Manager, Water & Power