

## Agenda Report

TO:

City Council

DATE:

January 12, 1998

FROM:

City Manager

SUBJECT:

Tentative Agreement between City of Pasadena and American Federation

of State, County and Municipal Employees, Local 858 for the term July 7,

1997 through July 2, 2000

## **RECOMMENDATION:**

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and AFSCME, Local 858 for the period July 7, 1997 through July 2, 2000; and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Reserves to cover the cost for those positions funded by the General Fund.

## **BACKGROUND:**

Representatives of the City and AFSCME, Local 858 have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period July 7, 1997 through July 2, 2000.

The economic adjustments include the following:

- 1. Salary Adjustment Effective July 7, 1997, the control rates for each classification represented by AFSCME will be increased 1.5%.
- 2. Salary Adjustment Effective July 6, 1998, the control rates for each classification represented by AFSCME will be increased 2%.
- 3. Salary Adjustment Effective July 5, 1999, the control rates for each classification represented by AFSCME will be increased 3%.

AGENDA ITEM NO. 7.B.1.

4. Equity Adjustments - Effective upon adoption of the MOU by the City Council, a 3% increase for employees in the classification of Security Ranger; a 2% increase for employees in the classifications of Community Health Aide and Sr. Community Health Aide; a 2% increase for employees in the classification Duplicating Machine Operator; and a 2% increase for employees in the classification of Meter Reader.

Effective July 6, 1998, a 5% increase for employees in the classification of Security Ranger; a 3% increase for employees in the classifications of Community Health Aide and Sr. Community Health Aide; a 2% increase for employees in the classification Duplicating Machine Operator; and a 2% increase for employees in the classification of Meter Reader.

Effective July 5, 1999, a 5% increase for employees in the classification of Security Ranger; a 3% increase for employees in the classifications of Community Health Aide and Sr. Community Health Aide; and a 3% increase for employees in the classification Duplicating Machine Operator.

5. Joint Salary Survey - A joint salary survey will be conducted by the City and AFSCME following adoption of the MOU. Classes found to be 5% or more below the market average shall receive equity adjustments, to a maximum of ten classes.

The agreement is before the City Council for review and adoption. This agreement is consistent with the other union adjustments and is within the parameters recently approved by Council.

## FISCAL IMPACT:

The first year's cost for a 1.5% salary increase for approximately 249 AFSCME employees is estimated at \$179,526 which includes anticipated benefit and burden costs. The total cost of the adjustments over three years is \$1,403,820. Funds have been budgeted in the Personnel Reserve to cover the costs for the General Fund positions for Fiscal Year 1998. All other Funds will absorb those increases within current available funding.

The total cost of the equity adjustments effective upon adoption of the MOU is \$92,435.

The cost of subsequent equity adjustments resulting from the joint salary survey is estimated at \$79,538.

Respectfully Submitted,

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City Manager

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