

Agenda Report

TO: City Council

DATE: December 10, 2001

FROM: City Manager

RE: Addendum to AFSCME MOU to Implement Salary Increases
for Various Classifications

RECOMMENDATION:

It is recommended that the City Council adopt an Addendum to the 2000-03 Memorandum of Understanding (MOU) between the City of Pasadena and the American Federation of State, County and Municipal Employees, Local 858 (AFSCME). The Addendum provides for salary adjustments for the following classifications: Building Inspector, Senior Building Inspector, Senior Code Compliance Officer, Security Ranger, and Library Building and Security Aide. Authorize a journal voucher allocating funds set aside in the personnel reserves from the following funds: Sewer, Refuse, Water & Power and General.

BACKGROUND:

Building Inspector, Senior Building Inspector and Senior Code Compliance Officer: The current AFSCME MOU provides for an equity adjustment for Code Compliance Officers of 4.0% effective October 23, 2000, and 4.0% effective July 2, 2001. This adjustment for Code Compliance Officers has resulted in salary relationship problems with the classifications of Senior Code Compliance Officer, Building Inspector, and Senior Building Inspector. Therefore, the City and AFSCME have agreed to provide an 8.0% salary increase to these three classifications in order to re-establish the prior salary relationship which existed between all four classifications. This salary increase will be effective July 2, 2001.

Security Ranger and Library Building and Security Aide: The Council recently approved a Salary Resolution Amendment to establish the classification of Parks Safety Specialist at a salary range of \$16.59 to \$20.72 per hour. This classification was to be assigned to the Police Department. There are two other classifications represented by AFSCME which have similar duties and responsibilities: Security Ranger in the Department of Public Works and Transportation; and Library Building and Security Aide in the Department of Library and Information Services. The City and AFSCME have agreed

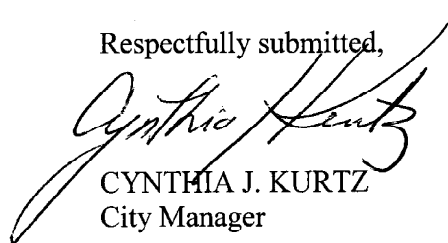
that the classifications of Parks Safety Specialist and Security Ranger should be combined into one classification of Security Ranger, with a salary range of \$16.59 to \$20.72 per hour, and that the salary range for Library Building and Security Aide be adjusted accordingly (\$14.41 to \$17.58) so that the salary relationship which presently exists with Security Ranger is maintained. These adjustments are effective October 8, 2001.

FISCAL IMPACT:

Building Inspector, Senior Building Inspector and Senior Code Compliance Officer: The annual cost to provide salary adjustments for these three classifications is \$62,131.

Security Ranger and Library Building & Security Aide: The annual cost to provide salary adjustments for these classifications is \$154,203.

Respectfully submitted,



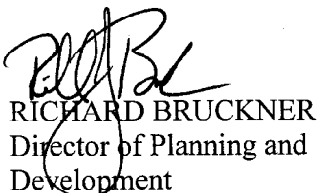
CYNTHIA J. KURTZ
City Manager

Approved:

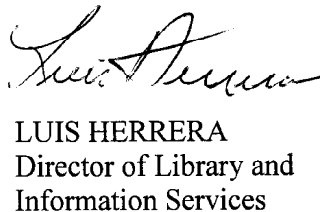


KARYN EZELL
Director of Human Resources

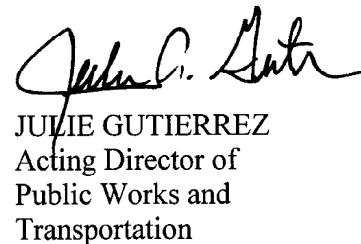
Concurrence:



RICHARD BRUCKNER
Director of Planning and
Development



LUIS HERRERA
Director of Library and
Information Services



JULIE GUTIERREZ
Acting Director of
Public Works and
Transportation