

Agenda Report

TO: City Council

DATE: September 10, 2001

FROM: City Manager

SUBJECT: Ratified Agreement between City of Pasadena and Service Employees International Union, Local 347, for the term April 27, 2001 through April 26, 2005.

RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and SEIU, Local 347 for the period April 27, 2001 through April 26, 2005; and direct the Director of Finance to prepare a journal voucher allocating funds from the Solid Waste Fund to cover the costs of the agreement.

BACKGROUND:

Representatives of the City and SEIU, Local 347 have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period April 27, 2001 through April 26, 2005.

The economic adjustments include the following:

1. Salary Adjustment - Effective two full payroll periods prior to adoption of this MOU by the City Council, each step in the salary step schedule for the classifications in this unit will be increased 2.5%.
2. Salary Adjustment - Effective April 22, 2002, each step in the salary step schedule for the classifications in this unit will be increased 3.0%.
3. Salary Adjustment - Effective April 21, 2003, each step in the salary step schedule for the classifications in this unit will be increased 3.0%.
4. Salary Adjustment - Effective April 19, 2004, each step in the salary step schedule for the classifications in this unit will be increased 4.0%.

5. Safety Boots & Rain Boots – Effective upon adoption of this MOU by Council, employees required by Management to wear safety boots shall be reimbursed for the cost of such boots, up to \$100 per year. Management will also provide rain boots on as needed basis, as part of its allotment of rain gear.
6. Uniforms – Management shall cease the purchase of uniforms for employees, and shall instead rent uniforms through the City's current uniform vendor.
7. Educational Assistance – Effective upon adoption of this MOU by Council, employees shall receive up to \$500 per year for job-related coursework.
8. Paid Jury Leave – Effective upon adoption of this MOU by Council, employees required to serve on jury duty shall be entitled to paid jury leave for the duration of their service.

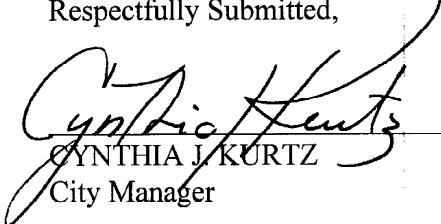
The tentative agreement was submitted to the SEIU bargaining unit members for a vote, and was ratified. The agreement is before the City Council for review and adoption. This agreement is within the parameters approved by Council.

FISCAL IMPACT:


The annual cost of a 2.5% salary increase for 25 employees is \$28,288; the annual cost of a 3.0% salary increase in 2002 is \$34,794; the annual cost of a 3.0% salary increase in 2003 is \$35,838; and the annual cost of a 4.0% salary increase in 2004 is \$49,217. The total cost of the incremental salary increases over four years is \$148,138.

The annual cost for the safety boots is \$2,500, and the one-time cost of rain boots is estimated at \$375. Uniform rentals are cost neutral, since the City will no longer have the expense of purchasing uniforms for employees. Tuition Reimbursement has an estimated annual cost of \$6,000. Funds have been budgeted in the Solid Waste Fund to cover the costs for Fiscal Year 2001.


Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved:


KARYN S. EZELL
Director of Human Resources

Concurred:


JAY M. GOLDSTONE
Director of Finance