

# Agenda Report

May 1, 2006

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA MANAGEMENT ASSOCIATION FOR THE TERM APRIL 1, 2005, THROUGH MARCH 31, 2008.

**RECOMMENDATION:**

It is recommended that the City Council:

1. Approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Management Association for the period April 1, 2005, through March 31, 2008.
2. Adopt the following economic adjustments:
  - a) Provide for a 3.4% adjustment effective April 4, 2005 to the control rate of all bargaining unit classifications in Pasadena Management Association; a 3.2% adjustment effective April 3, 2006, and 2.9% effective April 2, 2007; and,
  - b) Provide equity adjustments effective June 14, 2005 to the classifications of Accountant, Senior Accountant, Principal Accountant, IT Analyst I, II, III, Department Information Systems Analyst I, II, III, Principal Engineer, Engineer, Engineering Manager, City Engineer, Assistant City Engineer, Assistant Engineer, Associate Engineer, Executive Director of the Arts, Recreation & Human Services Administrator, Recreation Supervisor, Parks & Natural Resources Administrator, Water Quality Manager and Power Dispatching Supervisor as reflected on the attached

2006 Salary Equity Adjustments; \$200,000 for future equity adjustments effective April 17, 2006, and April 16, 2007, respectively, to six classifications found to be below the 75<sup>th</sup> percentile of the survey cities as determined by the City; and,

c) Increase dependent dental contributions from \$30 to \$40 per employee per month effective on the date that this Memorandum of Understanding is adopted by the City Council; and,

d) Increase the City's contribution to the Employee Option Benefit fund to \$747 per month retroactive for the period April 4, 2005, through December 31, 2005; \$758 per month effective January 1, 2006; effective January 1, 2007, the existing escalator clause, pertaining to the City's monthly contribution towards the premium for health insurance, shall apply; and

e) Eliminate Management Leave for Fair Labor Standards Act non-exempt employees hired after April 1, 2006.

3. Approve a journal voucher allocating funds from the General Fund departments as may be necessary.

**BACKGROUND:**

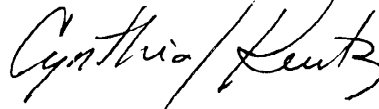
The City and representatives of Pasadena Management Association negotiated in good faith and reached tentative agreement on a successor Memorandum of Understanding. On April 20, 2006, the Pasadena Management Association membership ratified the tentative agreement reached by the parties.

**FISCAL IMPACT:**

The fiscal impact of the implementation of this Memorandum of Understanding between the City of Pasadena and Pasadena Management Association is estimated at \$2,017,151 for the first year of the Memorandum of Understanding, and \$5,044,130 for the entire three year term of the contract, including salary and related benefit costs. Funding for anticipated salary increases was included in the fiscal year 2006 operating budget.

Additionally, within the General Fund, a Personnel Reserve was established for the purpose of providing funding for any salary and benefit increases which may exceed the amount available within particular General Fund departmental budgets.

Respectfully Submitted,



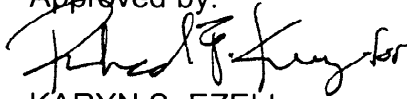
CYNTHIA J. KURTZ  
City Manager

Prepared by:



ARTHUR CHAVEZ  
Human Resources Manager

Approved by:



KARYN S. EZELL  
Director of Human Resources

## 2006 Salary Equity Adjustments

Accountant; Senior Accountant; Principal Accountant:	2.7%
IT Analyst I, II, III; Department Information Systems Analyst I, II, III:	3.3%
Principal Engineer; Engineer; Engineering Manager; City Engineer:	3.7%
Assistant City Engineer; Assistant Engineer; Associate Engineer:	3.7%
Executive Director of the Arts: Pay equal to Principle Planner:	~6.1%
Recreation & Human Services Administrator: <i>Pay equal to Neighborhood Services Administrator:</i>	~11.4%
Recreation Supervisor: <i>Pay equal to Program Coordinator III:</i>	~9.2%
Parks & Natural Resources Administrator: <i>Pay equal to BSFMD Administrators:</i>	~4.17%
Water Quality Manager: <i>Pay 1.5% less than Principal Engineer:</i>	~14%
Power Dispatching Supervisor: <i>Pay equal to Power Distribution Supervisor:</i>	~5%