

Agenda Report

TO: City Council

DATE: July 20, 2009

FROM: City Manager

SUBJECT: APPROVAL OF AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 858

RECOMMENDATION:

It is recommended that the City Council approve an Amendment to the Memorandum of Understanding between the City of Pasadena and the American Federation of State, County and Municipal Employees, Local 858.

BACKGROUND:

Staff acknowledges and thanks the membership of the American Federation of State, County and Municipal Employees, Local 858 (AFSCME) for the leadership they have shown by their willingness to assist the City's efforts in correcting the structural imbalance in the operating budget. Staff believes that these employees exemplify the best of Pasadena.

The City and representatives of AFSCME have met and conferred in good faith and have reached agreement on an Amendment to the MOU, which provides for the following:

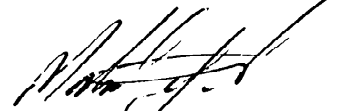
1. The scheduled 2009 salary increase is deferred until July 2, 2010.
2. No layoffs, furloughs, or reduction in hours of bargaining unit members through July 5, 2010.
3. Up to 15 employees will be considered for promotion to limited-term positions through December 31, 2009, in which city-wide succession planning efforts will be undertaken.

Staff recommends approval of this Amendment to the MOU, which is consistent with direction received and the approach being taken to address the structural imbalance in the operation budget.

FISCAL IMPACT:

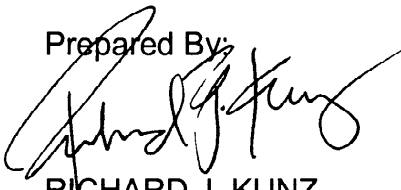
The fiscal impact of the implementation of this Amendment to the MOU is estimated to be a savings of approximately \$773,427 in Fiscal Year 2010, of which 39% is General Fund, from what would have otherwise been expended under the existing MOU between the City of Pasadena and AFSCME.

Respectfully Submitted,



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City Manager

Prepared By:


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Approved By:


KARYN S. EZELL
Director of Human Resources