

Agenda Report

TO: City Council **DATE:** March 30, 2009

FROM: City Manager

SUBJECT: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA ASSOCIATION OF CLERICAL & TECHNICAL EMPLOYEES, LIUNA LOCAL 777, FOR THE TERM OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2010

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Association of Clerical & Technical Employees, LIUNA Local 777 (PACTE), for a two-year term covering the period October 1, 2008 through September 30, 2010;

BACKGROUND:

All employees of the City of Pasadena were provided with a salary increase during calendar year 2008, with the exception, due to the timing of the expiration of the MOU, of the employees represented by PACTE and the various unrepresented employees noted in the companion agenda item on tonight's agenda. Adoption of both the successor MOU referenced herein and the companion Salary Resolution amendment will provide salary increases for calendar year 2008 for the affected employees consistent with those that were granted by earlier Council action for all other employees. Further, both actions provide for no increases for calendar year 2009, which is consistent with direction received and the approach being taken to address the structural imbalance in the operating budget.

The City and representatives of PACTE negotiated in good faith and have reached tentative agreement on a successor Memorandum of Understanding. On March 2, 2009, the PACTE membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the Memorandum of Understanding include the following:

1. Salaries: Effective October 13, 2008, the salary control rates for all bargaining unit classifications shall be increased by 4.0%. No salary increase is provided in 2009.
2. Salary Equity Adjustments: Effective October 13, 2008, the following classifications will receive equity adjustments as follows:
 - a. Housing Assistant I – IV 1.9%
 - b. Police Specialist V 4.4%
 - c. Police Specialist VI 5.7%
3. Overtime: The language is modified effective the first pay period following adoption by the City Council to provide that only hours worked in excess of 40 hours in a work week shall be paid as provided by the Fair Labor Standards Act.
4. Sick Leave: Effective January 1, 2009, regular full-time employees are eligible to accrue 80 hours of sick leave per calendar year from date of employment.
5. Life Insurance: Effective the first pay period following the adoption of the MOU, the City will provide for an increased City-paid life insurance benefit of \$25,000 for each employee.
6. Health Insurance Contribution: Effective October 1, 2008, the City's contribution to the Employee Option Benefit Fund is increased to \$934.18 per month.
7. Tuition Reimbursement: Effective July 1, 2009, the tuition reimbursement benefit is increased to up to \$1,000 per fiscal year.
8. Grievance: The language is modified to provide that only the Union can file an appeal of a grievance to advisory arbitration.
9. Layoff: The language is amended to provide that the layoff provisions do not apply to individuals employed in limited-term positions.

FISCAL IMPACT:

The fiscal impact of the implementation of this Memorandum of Understanding between the City of Pasadena and PACTE is estimated to be approximately \$942,865 for the entire two year term of the contract, including salary and related benefit costs.

Funding for anticipated salary increases are included in the Fiscal Year 2009 operating budget. To the extent that actual costs exceed this amount, the departments will absorb the expenditure within existing appropriations.

Respectfully Submitted,




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City Manager

Prepared by:



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Approved by:



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