

Agenda Report

May 17, 2010

TO: Honorable Mayor and City Council

FROM: Department of Human Resources

SUBJECT: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 347 FOR THE TERM APRIL 27, 2010 THROUGH APRIL 26, 2011

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Service Employees International Union, Local 347 (SEIU), for a one-year term covering the period April 27, 2010 through April 26, 2011.

BACKGROUND:

The City and representatives of SEIU negotiated in good faith and have reached tentative agreement on a successor Memorandum of Understanding. On May 12, 2010, the SEIU membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the Memorandum of Understanding include the following:

1. **Salaries:** No salary increase is provided for the term of the MOU.
2. **GainShare Program:** The GainShare Program, which provides an incentive for reducing injuries, absences and accidents, will be modified to provide that all unscheduled absences will be counted as Sick Leave for the purposes of incentive calculations.
3. **Safety Vests and Rain Gear:** The City will provide employees with work jackets with reflective markings.
4. **Uniforms:** The maximum reimbursement for safety shoes will be increased to \$200 annually.

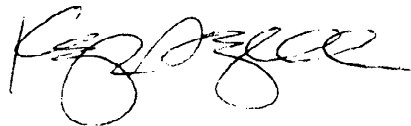
COUNCIL POLICY CONSIDERATION:

The adoption of the Memorandum of Understanding between the City of Pasadena and SEIU supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

The FY 2010 fiscal impact to the Refuse Fund by the implementation of this Memorandum of Understanding between the City of Pasadena and SEIU is estimated to be \$5,800.

Respectfully submitted,



KARYN S. EZELL
Director
Department of Human Resources

Approved by:



MICHAEL J. BECK
City Manager