

# Agenda Report

August 8, 2016

**TO:** Honorable Mayor and City Council

**FROM:** Human Resources Department

**SUBJECT:** ACCEPT AND ADOPT A TENTATIVE AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 858 AND APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 858 FOR THE TERM OF JULY 1, 2015 – JUNE 30, 2018

**RECOMMENDATION:**

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review; and
2. Accept and adopt a tentative agreement for a successor Memorandum of Understanding between the City of Pasadena and the American Federation of State, County and Municipal Employees, Local 858 for the term of July 1, 2015 – June 30, 2018; and
3. Approve a Memorandum of Understanding between the City of Pasadena and the American Federation of State, County and Municipal Employees, Local 858 for the term of July 1, 2015 – June 30, 2018.

**BACKGROUND:**

The American Federation of State, County and Municipal Employees (AFSCME), Local 858 represents 312 full-time equivalent employees in eleven City departments, including Water and Power, Public Works, Police, and Transportation. AFSCME's previous

Memorandum of Understanding (MOU) was a one-year agreement that expired on June 30, 2015. The City and AFSCME commenced negotiations for a successor MOU on May 8, 2015 and reached a tentative agreement on July 19, 2016. On July 27, AFSCME's membership ratified the new agreement.

The following is a summary overview of the key provisions of a tentative agreement that will be incorporated into the new MOU:

1. Term: July 1, 2015 – June 30, 2018
2. Salaries:
  - a. Effective August 8, 2016 and following City Council approval of the 2015 - 2018 MOU, all bargaining unit members will receive a 3% base salary increase.
  - b. Effective on the pay period that includes July 1, 2017, all bargaining unit members will receive a 2.5% base salary increase.
4. One-time Lump Sum Payment: Effective the pay period that includes August 8, 2016 and following City Council approval of the 2015 – 2018 MOU, all bargaining unit members will receive a one-time lump sum payment in the amount of \$1,650.
5. Stand-by Pay: Employees assigned to a stand-by/on-call list will be compensated at the rate of \$1.50 per hour while on stand-by (from \$1.00 per hour).
6. Boot Allowance: Annual boot allowance for eligible employees will be increased to \$200 (from \$175).
7. Tuition Reimbursement: Employees pursuing a degree or certificate in a job related field are eligible for tuition reimbursement in the amount of \$1,000 per fiscal year (from \$750).
8. Uniforms: The City will provide employees in Human Services & Recreation with five uniforms to comply with department guidelines for attire. The City will replace uniforms for Human Services & Recreation employees as necessary due to standard wear and tear.
9. Language: The MOU contains additional mutually agreed to modifications, updates, and language clean-up on a variety of non-economic items.

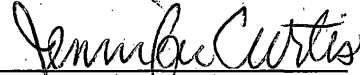
**COUNCIL POLICY CONSIDERATION:**

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability.

**FISCAL IMPACT:**

The fully burdened fiscal impact of this agreement is approximately \$2.85 million, with ongoing costs of \$1.5 million annually following the conclusion of the contract. Approximately 33% of the cost will be funded through the General Fund. The FY 17 cost of the agreement is \$1.35 million. The FY 2017 Operating Budget included \$512,000 in assumed growth to cover anticipated salary increases resulting from ongoing negotiations; the remaining FY 2017 fiscal impact of approximately \$838,000 will be absorbed into each affected department's Operating Budget.

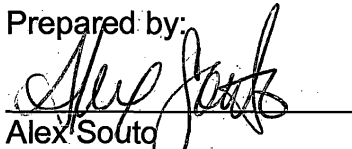
Respectfully Submitted,



Jennifer Curtis

Director of Human Resources

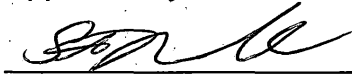
Prepared by:



Alex Souto

Principal Human Resources Analyst

Approved by:



Steve Mermell,  
City Manager

Attachments:

1. July 1, 2015 – June 30, 2018 AFSCME Memorandum of Understanding