

Agenda Report

June 15, 2020

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPTION OF A SIDE LETTER OF AGREEMENT TO EXTEND THE JULY 1, 2017 TO JUNE 30, 2020 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE INTERNATIONAL UNION OF OPERATOR ENGINEERS

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.
2. Adopt a side letter of agreement to extend the July 1, 2017 to June 30, 2020 Memorandum of Understanding (MOU) between the City of Pasadena and the International Union of Operator Engineers (IUOE) by six months to December 31, 2020.

BACKGROUND:

In a cooperative effort and in recognition of the City's overall financial position, increasing rates from CalPERS, and the unknown long-term financial impacts due to the COVID-19 pandemic, IUOE and The City agree to the following:

1. Extend the term and provisions of the current IUOE MOU in Article 3 by six months from July 1, 2020 to December 31, 2020. By mutual agreement, the parties may re-open MOU negotiations sooner than December 31, 2020.
2. Effective July 1, 2020, in Article 15, C. Workers Compensation Leave of the MOU, change worker's compensation salary continuation from three (3) months at 70% of base pay to six (6) months at 100% of base pay. In addition, language will be added to the worker's compensation section allowing an employee who is able to return to work in a modified/light duty capacity and who did not use the

ADOPTION OF IUOE SIDE LETTER OF AGREEMENT

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full six (6) months of supplemental salary continuation payments to use the remaining amount should he/she subsequently need to be off work within five years from the initial date of injury, as determined by a treating doctor, for the same workplace injury/illness.

3. Effective the pay period that starts July 6, 2020, in Article 12, C. Overtime of the MOU, the cap on compensatory time bank will be increased by 40 hours from 80 hours to 120 hours only for Maintenance classifications regularly assigned to a 9/80 schedule.
4. Effective July 1, 2020, the following language will be added to Article 29, G. of the MOU:
 - a. 9/80 scheduled employees are entitled to an unpaid meal period of at least thirty (30) minutes during their workday. Such employees must take their meal break, which shall commence no earlier than three (3) hours and no later than five (5) hours from the start of their workday.

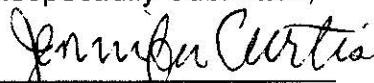
COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

There is no fiscal impact associated with this item as all pay rates included on the City-wide salary schedule have previously been approved by the City Council via approval of individual MOUs and Salary Resolutions.

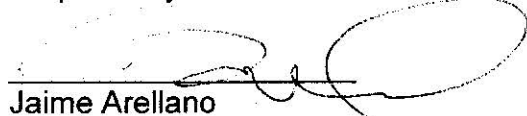
Respectfully Submitted,



JENNIFER CURTIS

Director of Human Resources

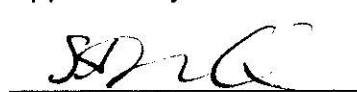
Prepared by:



Jaime Arellano

Senior Human Resources Analyst

Approved by:



STEVE MERMELL

City Manager

Attachment: Side Letter of Agreement