

Agenda Report

October 25, 2021

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF PASADENA AND THE INTERNATIONAL UNION OF
OPERATING 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. Approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the International Union of Operating Engineers (IUOE).

BACKGROUND:

The IUOE represents the personnel that operate and maintain the City's power plant under the Department of Water & Power, Power Supply division.

The most recent MOU between the City and the IUOE expired on September 30, 2021. Negotiations for a successor agreement began on August 10, 2021 and the parties reached a tentative agreement on September 28, 2021. The IUOE ratified this agreement on October 7, 2021.

The following is a summary overview of the key provisions included in the agreement:

1. Term: October 1, 2021 – December 31, 2022
2. Salary Increase: Bargaining unit members employed with the City on the date of City Council approval of this Agreement will receive a base pay increase of one percent (1.0%) effective October 25, 2021.

Effective October 10, 2022, bargaining unit members will receive a base pay increase of one percent (1.0%).
3. Welder Assignment Pay: Increase pay from \$70 per month to \$125 per month.
4. Asbestos Handling and Removal Pay: Increase pay from \$70 per month to \$125 per month.
5. Overtime: Increase maximum accrual of compensatory time off for continuous shift employees from 80 hours to 100 hours.
6. Temporary/Out of Class Pay: Increase temporary/out of class pay from 5% to 5.5%.
7. Workers Compensation: Increase the duration in which employees with an approved workers compensation case may receive supplemental salary payments from six (6) months to nine (9) months.
8. Tuition Reimbursement: Increase tuition reimbursement from \$1000 per fiscal year to \$2500 per fiscal year.
9. Holiday Pay: Effective January 3, 2022, in lieu of time off for holidays or Holiday Pay paid at the time of the holiday, Holiday Pay for continuous shift employees will be paid as a bi-weekly Holiday Pay premium.
10. This Agreement also includes non-economic language cleanup items related to jury duty, work schedules and medical benefits.

COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

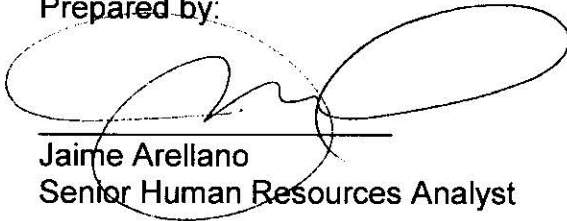
The fully burdened annualized fiscal impact of the proposed Memorandum of Understanding is approximately \$107,000. The Department of Water & Power FY 22 Operating Budget includes sufficient funding to address the negotiated wage increases.

Respectfully Submitted,



Jennifer Curtis
Director of Human Resources

Prepared by:



Jaime Arellano
Senior Human Resources Analyst

Approved by:



Steve Mermell
City Manager

Attachment:

1. October 1, 2021 – December 31, 2022 IUOE Memorandum of Understanding