

# Agenda Report

February 14, 2022

**TO:** Honorable Mayor and City Council

**FROM:** Human Resources Department

**SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

**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. Approve a Memorandum of Understanding between the City of Pasadena and the Service Employees International Union, Local 721.

**BACKGROUND:**

The Service Employees International Union, Local 721 (SEIU) represents 26 full-time employees in the classifications of Solid Waste Truck Operator I and II.

The most recent Memorandum of Understanding (MOU) between the City and the SEIU expired on June 30, 2021. Negotiations for a successor MOU began on October 26, 2021, and the parties reached a tentative agreement on a 24-month successor MOU on February 2, 2022.

Unless indicated otherwise below, contract changes will have an effective date of February 14, 2022. The following is a summary overview of the key contract modifications.

1. Term: July 1, 2021 –June 30, 2023

2. Salary Administration:

- a. Salary Step Schedule: As to both Solid Waste Truck Operator I and II, eliminate Steps 1-4 and redistribute an 18% differential across remaining 6 steps, providing a 5% increase to top step.
  - b. Temporary Assignment: For employees in the classification of Solid Waste Truck Operator I, upon temporary assignment as a Solid Waste Truck Operator II, the employee will receive 5% of base salary as temporary assignment pay.
3. Salary Increases: Effective the first full pay period following January 1, 2023, base pay will be increased by 1.0%.
  4. Grievance Procedure: Make Step 3 (Advisory Arbitration) optional for non-disciplinary grievances, and Union may proceed directly to non-evidentiary Step 4 meeting with City Manager or his/her designee in-lieu of advisory arbitration.
  5. Employee Benefits: Increase the amount the City pays of the monthly premium for Long Term and Short Term Disability Insurance from 2/3 of the monthly premium to 100% of the monthly premium.
  6. Tuition Reimbursement: Increase to \$2,000 per fiscal year (from \$500 per fiscal year).
  7. This agreement addresses a number of non-economic language cleanup items related to items such as vacation, discipline, payroll dues and deductions, use of bulletin boards and military leave.

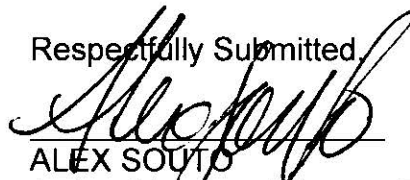
**COUNCIL POLICY CONSIDERATION:**

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

**FISCAL IMPACT:**

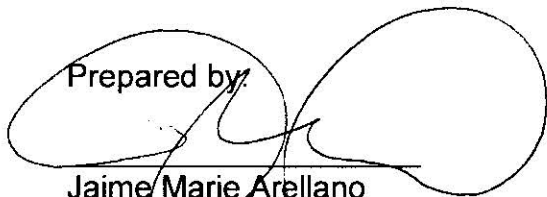
The fully burdened fiscal impact of this agreement is approximately \$175,000 over the term of the contract, with ongoing costs of approximately \$146,000 annually following the contract term. The FY 2022 Operating Budget includes funding for anticipated increases. The pro-rated FY 2022 cost of the proposed agreement is approximately \$42,000 which is expected to be absorbed in the Department of Public Works FY 2022 Operating Budget.

Respectfully Submitted,



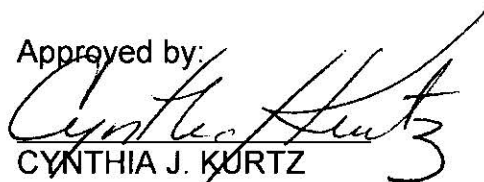
ALEX SOUTO  
Acting Director of Human Resources

Prepared by:



Jaime Marie Arellano  
Acting Principal Human Resources Analyst

Approved by:



CYNTHIA J. KURTZ  
Interim City Manager

**Attachment:**

1. July 1, 2021 – June 30, 2023 SEIU Memorandum of Understanding