

Agenda Report

July 11, 2022

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FOR THE TERM OF JULY 1, 2022 - JUNE 30, 2026

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action herein is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) (Common Sense Exemption); and
2. Approve a Memorandum of Understanding (MOU) between the City of Pasadena and the International Brotherhood of Electrical Workers for the term of July 1, 2022 through June 30, 2026.

BACKGROUND:

The International Brotherhood of Electrical Workers (IBEW) represents approximately 110 employees in a variety of skilled electrical maintenance and construction classifications in the Departments of Public Works and Water and Power. The existing MOU between the City and the IBEW expired on June 30, 2022. Negotiations for a successor MOU began on February 22, 2022. The parties engaged in the labor negotiations process over the subsequent four months until reaching a tentative agreement, subject to City Council approval, on June 23, 2022. IBEW's membership ratified the tentative agreement the week of July 4, 2022.

The following is a summary overview of key contract modifications:

1. Salary Increases:

- a. Effective July 4, 2022 and upon Council approval of a new MOU, base pay for all classifications will increase by 2.75%.
- b. Effective the pay period that includes July 1, 2023, base pay for all classifications will increase by 2.75%.
- c. Effective the pay period that includes July 1, 2024, base pay for all classifications will increase by 3.0%.
- d. Effective the pay period that includes July 1, 2025, base pay for all classifications will increase by 3.25%.

2. Salary Adjustments:

- a. Effective upon Council approval, but no earlier than July 4, 2022, provide 3.5% increase to top step Senior Electrical Distribution Mechanic (SEDM) to increase the differential from top step Electrical Distribution Mechanic (EDM) to top step SEDM to 10%.
- b. Effective upon Council approval, but no earlier than July 4, 2022, increase Electrician and Senior Electrician salary schedule by 4.0% to increase the City's ability to recruit and retain qualified staff.
- c. Effective upon Council approval, but no earlier than July 4, 2022, increase Power Dispatcher salary schedule by 2.0% to increase the City's ability to recruit and retain qualified staff.
- d. Effective upon Council approval, but no earlier than July 4, 2022, increase Underground Electrical Service Technician salary schedule by 3.0% to increase the City's ability to recruit and retain qualified staff.

3. Overtime: Allow Power Troubleshooters to receive double time for hours worked between the hours of midnight and the start of the day shift. If management assigns employees to the grave shift as their regular schedule, they will no longer be eligible for double time for the hours worked between midnight and the start of the day shift.

4. Holiday: Provide 8 hours of floating holiday (IBEW Day) to Power Troubleshooters, Power Dispatchers and Senior Power Dispatchers beginning with the 2023 leave allotment.

5. Vacation: Employees who use forty hours of accrued leave (e.g., vacation or floating holiday) in the prior calendar year are allowed to cash out up to forty hours of vacation once per calendar year at the base hourly rate of pay.

6. Tuition Reimbursement: Increase tuition reimbursement from \$1300 to \$2000 per year.
7. This agreement includes additional non-economic language changes and cleanup items.

COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

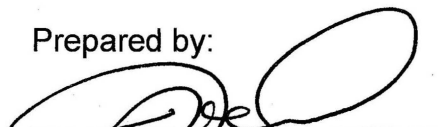
The fully burdened fiscal impact of this agreement is approximately \$6.9 million dollars over the term of the contract, with annual ongoing costs of approximately \$2.8 million following expiration of the contract. The FY 2023 Operating Budget includes funding in anticipation of negotiated salary increases. However, in the event that appropriations in the FY 2023 Operating Budget are insufficient, additional appropriations will be requested through the budget clean-up process.

Respectfully Submitted,

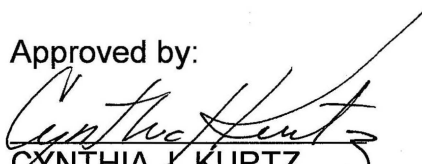


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Approved by:


CYNTHIA J. KURTZ
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Attachment: International Brotherhood of Electrical Workers Memorandum of Understanding - July 1, 2022 – June 30, 2026.