

Agenda Report

July 18, 2022

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA 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 Laborers' International Union of North America for the term of July 1, 2022 through June 30, 2026.

BACKGROUND:

The Laborers' International Union of North America (LIUNA) represents approximately 300 employees in a variety of clerical and technical classifications in all City departments. The existing MOU between the City and the LIUNA expired on June 30, 2022. Negotiations for a successor MOU began on June 6, 2022. The parties engaged in the labor negotiations process over the subsequent month until reaching a tentative agreement, subject to City Council approval, on June 28, 2022. LIUNA's membership ratified the tentative agreement during the week of July 11, 2022.

The following is a summary of key contract modifications. Unless otherwise indicated below, all changes take effect upon Council adoption of this MOU.

1. Salary Increases:
 - a. Effective 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 2.5%.
 - c. Effective the pay period that includes July 1, 2024, base pay for all classifications will increase by 2.5%.
 - d. Effective the pay period that includes July 1, 2025, consolidate the 10-step salary schedule to 6 steps by eliminating steps 1 – 4 and redistributing a 20% salary differential across the remaining 6 step resulting in a 5% increase to the top step.
2. Salary Adjustments: Effective the pay period that includes July 1, 2025, move all LIUNA employees on step 5 of the salary schedule to step 6.
3. Overtime Meals: Add language stating that a reimbursement request shall be submitted with receipt for said meal that is dated, and time stamped no more than two (2) hours prior to the overtime or regular shift in which the overtime is worked.
4. Bilingual Pay: Increase from \$90 to \$100 per month.
5. Shift Differential: Increase from \$1.50 to \$1.75 per hour.
6. Training Duty Pay: Increase training pay from \$1.50 per hour to \$2.00 per hour.
7. Special Pays - Advanced POST Certificate Pay: Police Dispatchers that possess and Advanced POST Certificate will receive 5.0% of base pay.
8. Life Insurance: Increase from \$30,000 to \$50,000.
9. Acting Assignment Pay: Employees in acting assignments will receive 5.0% of base pay as acting pay.
10. Tuition Reimbursement: Increase tuition reimbursement from \$1,300 to \$2,000 per year.
11. Discipline: Eliminate discipline article from this MOU and use the City's Manual of Personnel and Administrative Rules for matters related to disciplinary procedures.
12. Probation: Add language stating that if a vacancy does not exist in the former classification, the employee shall be considered for any job classification

throughout the City for which they: meet the minimum qualifications; a vacancy exists and is authorized to be filled; and the placement would not result in a promotion.

13. 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 \$7.73 million dollars over the term of the four-year contract, with annual ongoing costs of approximately \$3.43 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,



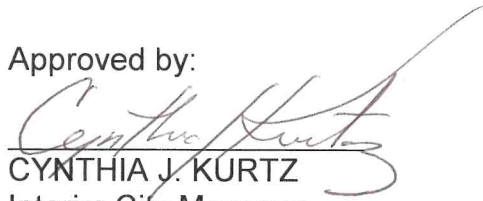
ALEX SOUTO
Acting Director of Human Resources

Prepared by:



Jaime Marie Arellano
Senior Human Resources Analyst

Approved by:



CYNTHIA J. KURTZ
Interim City Manager

Attachment: Laborers' International Union of North America Memorandum of Understanding - July 1, 2022 – June 30, 2026.