

Agenda Report

June 12, 2023

TO: Honorable Mayor and City Council

FROM: Human Resources

SUBJECT: APPROVAL OF A SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF PASADENA AND THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA (LIUNA)

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. Adopt a Side Letter of Agreement authorizing staff to modify the Memorandum of Understanding between The City and Laborers' International Union of North America in the areas of Retirement and Classification and Compensation.

BACKGROUND:

The Human Resources Department engaged in good faith bargaining with the Laborers' International Union of North America (LIUNA) to move the job duties of the classification of Rangemaster from LIUNA to a classification represented by Pasadena Police Officers Association (PPOA). As part of this bargaining process The City and LIUNA (parties) reached a tentative agreement on LIUNA relinquishing the job duties of the Rangemaster to PPOA in exchange for the following:

1. Effective June 19, 2023, new members under the Public Employees Retirement System (PERS) will no longer pay cost-sharing in accordance with Government Code section 20516(f).

Adopt a Side Letter of Agreement authorizing staff to modify the Memorandum of Understanding between The City and Laborers' International Union of North America in the areas of Retirement and Classification and Compensation.

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2. Between July 1, 2023, and December 31, 2023, the City will study the compensation of the following two classifications or classification series: Office Assistants and Administrative Specialists.
3. Between January 1 and June 30 of each year of the term of the MOU, the City will study the compensation of an additional two classifications or classification series. LIUNA will identify what classifications will be studied in the established time period.

COUNCIL POLICY CONSIDERATION:

This action supports the City Council's strategic goal to maintain fiscal responsibility and stability.

Adopt a Side Letter of Agreement authorizing staff to modify the Memorandum of Understanding between The City and Laborers' International Union of North America in the areas of Retirement and Classification and Compensation.

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FISCAL IMPACT:

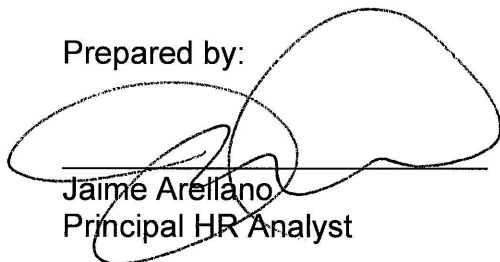
Approval and implementation of the side letter of agreement will have a fiscal impact of up to \$25,000 in FY 2024. Approximately 46% of the costs will impact the General Fund. The costs will be absorbed within the annual operating budget of each respective department.

Respectfully submitted,



TIFFANY JACOBS-QUINN
Director of Human Resources

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Approved by:


MIGUEL MÁRQUEZ
City Manager

Attachment A – Side Letter Agreement with LIUNA