

# Agenda Report

TO: City Council

DATE: July 31, 2000

FROM: City Manager

SUBJECT: Ratified Agreement between City of Pasadena and Pasadena Association of Clerical & Technical Employees (PACTE/LIUNA) for the term January 1, 2000 through September 30, 2002.

## RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PACTE/LIUNA for the period January 1, 2000 through September 30, 2002; and direct the Director of Finance to prepare a journal voucher allocating funds from the personnel reserve.

## BACKGROUND:

Representatives of the City and PACTE/LIUNA have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period January 1, 2000 through September 30, 2002.

Economic adjustments include the following:

1. Salary Adjustment – Effective March 27, 2000, there shall be an increase of 2.5% in each step of the classification salary step schedule for all classifications;
2. Salary Adjustment – Effective January 1, 2001, there shall be an increase of 2.0% in each step of the classification salary step schedule for all classifications;
3. Salary Adjustment – Effective July 2, 2001, there shall be an increase of 2.0% in each step of the classification salary step schedule for all classifications;
4. Salary Adjustment – Effective January 7, 2002, there shall be an increase of 2.5% in each step of the classification salary step schedule for all classifications;
5. Market Equity Adjustments – Effective July 2, 2001, those classifications found to be more than two percent below the average of the marketplace, shall receive

up to an additional 2.0% increase. A salary survey of benchmark classifications shall be conducted prior to July 2, 2001;

6. Shift Differential/Swing & Graveyard – Effective March 27, 2000, the Swing and Graveyard Shift Differential will be increased from \$1.00 to \$1.25; effective January 1, 2001, the differential shall be increased to \$1.35; effective January 7, 2002, the differential shall be increased to \$1.40;
7. Emergency Services Operators – Effective March 27, 2000, training duty compensation for employees classified as Emergency Services Operators shall be increased from \$.63/hour to \$1.00/hour. Assignment of training duty is at Department Head discretion;
8. Field Identification Specialists/Certification Pay – Effective March 27, 2000, certification pay for court-certified Field Identification Specialists shall be increased from five percent to eight percent (8%) of top salary step;
9. Field Identification Specialists/Training Pay – Effective March 27, 2000, training duty compensation for Field Identification Specialists shall be established at three percent (3%) of current salary; effective January 1, 2001, training duty compensation shall be increased to five percent (5%) of salary. Assignment of training duty is at Department Head discretion;
10. Tuition Reimbursement – Effective March 27, 2000, up to \$500/year for employees pursuing an Associate of Arts degree or higher in a job-related field;
11. Holidays – Effective upon adoption of this MOU by Council, employees on a 4/10 work schedule shall receive ten (10) hours of paid leave for each holiday falling on a ten-hour workday, and eight (8) hours of paid leave for all other holidays. Employees on a 3/12 work schedule shall receive twelve (12) hours of paid leave for each holiday falling on a twelve-hour workday, and eight (8) hours of paid leave for all other holidays. Employees had previously received just nine hours, regardless of work schedule;

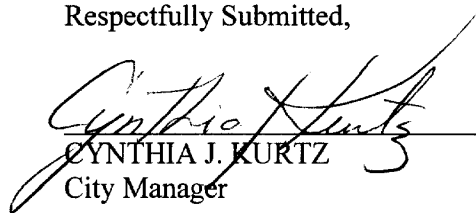
This tentative agreement was submitted to the PACTE/LIUNA membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

#### FISCAL IMPACT:

The cost of the proposed increases for the 321 PACTE/LIUNA employees is as follows: the salary range increase is estimated at \$320,692 for fiscal year 2001; the increase in the Shift Differential Swing/Graveyard is estimated at \$17,160; the increase in Training Pay for Emergency Services Operators is estimated at \$1,529; the increase in Certification Pay, in addition to Training Pay, for Field Identification Specialists is estimated at

\$5,250; the estimated cost of Tuition Reimbursement is \$16,000. For fiscal year 2001, the total estimated cost of the agreement is \$448,643, which includes the retroactivity pay. The agreement with PACTE/LIUNA represents an overall increase of 2.82% over current salary and benefit expenditures for this bargaining unit. Funds have been budgeted in the personnel reserves to cover the incremental cost for fiscal year 2001.

Respectfully Submitted,

  
CYNTHIA J. KURTZ  
City Manager

Approved:

  
GALE E. HARRISON  
Director of Human Resources

Concurrence:

  
WAY M. GOLDSTONE  
Director of Finance