

# Agenda Report

TO: City Council

DATE: November 13, 2000

FROM: City Manager

SUBJECT: Ratified Agreement between City of Pasadena and American Federation of State, County and Municipal Employees (AFSCME), Local 858 for the term July 3, 2000 through July 6, 2003.

## RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and AFSCME for the period July 3, 2000 through July 6, 2003, and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves.

## BACKGROUND:

Representatives of the City and AFSCME have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period July 3, 2000 through July 6, 2003.

Economic adjustments include the following:

1. Salary Adjustment – Effective October 9, 2000, there shall be an increase of 2.5% in each step of the salary step schedule for all classifications;
2. Salary Adjustment – Effective July 2, 2001, there shall be an increase of 3.0% in each step of the salary step schedule for all classifications;
3. Salary Adjustment – Effective July 1, 2002, there shall be an increase of 3.5% in each step of the salary step schedule for all classifications;
4. Equity Adjustment – Effective October 23, 2000, there shall be an increase of 4.0% in each step of the salary step schedule for Code Compliance Officer. Effective July 2, 2001, there shall be an additional increase of 4.0%;

5. Salary Survey/Equity Adjustments – During Calendar Year 2001, the City shall conduct a salary survey of the following classifications: Child Care Monitor, Environmental Health Technician, Public Works Maintenance Worker III, Utilities Services Advisor, Sr. Utilities Services Advisor, and Utility Field Representative. Effective July 2, 2001, those classifications found to be at least one percent below the market average, shall receive equity adjustments to bring them to the market average, to a maximum of three (3%) percent.

Effective July 1, 2002, classifications that were more than three percent below the market average as a result of the 2001 salary survey, shall receive additional equity adjustments to bring them to the market average, to a maximum of two (2%) percent;

6. H-Rating – Effective upon adoption of this MOU by Council, employees reclassified to a lower level position through no fault of their own, because of organizational and/or involuntary classification changes, shall be H-rated as follows: 100% of current salary for one year, 95% of current salary for one additional year (unless the salary of the new position is equal to or higher than the employee's H-rated salary), for a total of two years. On a case-by-case basis, the Department may consider H-rating over a three-year period;
  7. Emergency Overtime – Effective upon adoption of this MOU by Council, employees normally assigned to the day shift shall be compensated at double their regular hourly rate of pay, for all hours worked after midnight. Double time shall not apply to shifts which normally extend beyond midnight, nor to pre-planned overtime assignments after midnight where employees receive 24 hours' advance notice;
  8. Shift Differential – Effective upon adoption of this MOU by Council, the Swing/Graveyard Shift Differential shall be increased to \$1.15 per hour. Effective July 2, 2001, the Shift Differential shall be increased to \$1.25 per hour. Effective July 1, 2002, the Shift Differential shall be increased to \$1.35 per hour;
  9. Boot Allowance – Effective upon adoption of this MOU by Council, employees required by Management to wear safety boots shall be reimbursed for the cost of such boots, up to \$125 per year;
  10. Educational Assistance – Effective upon adoption of this MOU by Council, employees shall receive up to \$750 per year for job-related coursework.
  11. Paid Jury Leave – Effective upon adoption of this MOU by Council, employees required to serve on jury duty shall be entitled to paid jury leave for the duration of their service.
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This tentative agreement was submitted to the AFSCME 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 250 AFSCME employees is as follows: the salary range increases are estimated at \$220,679 for fiscal year 2001 (pro-rated for nine months), \$361,914 for fiscal year 2002, and \$434,900 for fiscal year 2003.

The equity adjustments for Code Compliance Officers are estimated at \$5,859 for fiscal year 2001 (pro-rated for eight months), and \$9,141 for fiscal year 2002. The equity adjustments based on the salary survey are estimated to cost a maximum of \$69,238 in fiscal year 2002, and a maximum of \$48,387 in fiscal year 2003.

The increases to the shift differential are estimated at \$18,555 for fiscal year 2001 (pro-rated for eight months), \$18,555 for fiscal year 2002, and \$18,555 for fiscal year 2003.

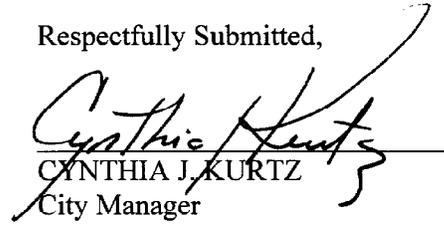
The cost of the boot allowance is estimated at \$17,250 each year of the MOU. The cost of educational assistance is estimated at \$47,250 each year of the MOU.

The total cost for fiscal year 2001 is estimated at \$309,593, which represents a 2.9% increase over current salary and benefit expenditures. Funds have been budgeted in the Personnel Reserves to cover the cost for fiscal year 2001.

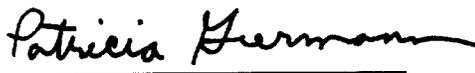
The total costs for fiscal year 2002 and fiscal year 2003 are estimated at \$523,348 and \$566,342 respectively, and will be incorporated in subsequent operating budgets presented to City Council for review and adoption.

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Respectfully Submitted,

  
CYNTHIA J. KURTZ  
City Manager

Approved:

  
PATRICIAL GIERMANN  
Interim Director of Human Resources

Concurrence:

  
JAY M. GOLDSTONE  
Director of Finance