

5. Shift Differential/Swing & Graveyard – Effective March 27, 2000, the Swing and Graveyard Shift Differential will be increased from \$1.00 to \$1.25;
6. Shift Differential/Control Room Operators & Steam Plant Operators (*these classes receive a separate shift differential which is not based on swing or graveyard hours*) – Effective March 27, 2000, the Shift Differential for Control Room Operators and Steam Plant Operators will be increased from \$.80 to \$.90; effective March 26, 2001, the Shift Differential will be increased to \$1.00;
7. Tuition Reimbursement – Effective March 27, 2000, up to \$650/year for employees pursuing an Associate of Arts degree or higher in a job-related field;
8. Safety Shoe – The annual allotment for safety shoes will be increased from \$100 to \$175.

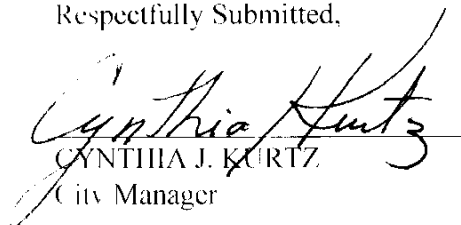
This tentative agreement was submitted to the IUOE membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The cost per year of the proposed increases for the 21 IUOE employees is as follows: the salary range increase is estimated at \$34,294 for the first year of the contract; the market equity adjustments are estimated at \$27,435; the increase in the Shift Differential Swing/Graveyard is estimated at \$1,832; the increase in the Shift Differential for Control Room Operators and Steam Plant Operators is estimated at \$3,744; the estimated cost of Tuition Reimbursement is \$4,550; the increase in the annual safety shoe allotment is \$975. For fiscal year 2000, the cost of the agreement is \$18,939, which represents a pro-rata share of the annual cost. The agreement with IUOE represents an overall increase of 5.3% over current salary and benefit expenditures for this bargaining unit. Funds have been budgeted in the Power Fund to cover this cost for fiscal year 2000.

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April 24, 2000
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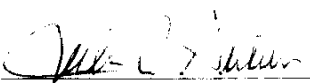
Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved:


for GALE E. HARRISON
Director of Human Resources

Concurrence:


for JAY M. GOLDSTONE
Director of Finance

Agreement:


RUFUS HIGHTOWER
General Manager, Water & Power