

## Agenda Report

TO:

City Council

DATE:

December 13, 1999

FROM:

City Manager

SUBJECT:

Amendment to the Memorandum of Understanding between City of

Pasadena and AFSCME, Local 858, to provide salary increases to

classifications newly added to the bargaining unit.

## **RECOMMENDATION**:

It is recommended that the City Council amend the 1997-2000 Memorandum of Understanding (MOU) between the City and AFSCME, Local 858, to provide a three percent (3%) salary increase to six classifications which were added to the AFSCME bargaining unit during the term of the MOU.

## BACKGROUND:

In November of 1998, AFSCME petitioned to add six previously non-represented classifications to its bargaining unit, pursuant to City Resolution No. 555 ("Employer-Employee Relations Resolution"). On February 15, 1999, AFSCME was formally recognized as the certified bargaining representative for these classifications.

However, since the classifications were not in the AFSCME bargaining unit at the time that the 1997-2000 MOU was negotiated, the employees were not entitled to the negotiated three percent (3%) salary increase which the rest of the bargaining unit received on July 5, 1999. Moreover, since the classifications were no longer non-represented, they were not entitled to the three percent (3%) salary increase which other non-represented employees received on March 29, 1999. This placed the incumbents of the following classifications in an awkward predicament.

In order to address this disparity, the City and AFSCME have agreed to amend the current MOU to provide for a commensurate salary increase for the six classifications. The salary increases will be retroactive to the date of the last AFSCME salary increase.

AGENDA ITEM NO. 7.B.(2)

Economic adjustments shall include the following:

- 1. Salary Adjustment Effective July 5, 1999, the control rate for the classification of Garage Attendant (employed in Police, and Public Works & Transportation Departments) shall be increased by 3%;
- Salary Adjustment Effective July 5, 1999, the control rate for the classification of Machinist (employed in Water & Power, and Public Works & Transportation Departments) shall be increased by 3%;
- 3. Salary Adjustment Effective July 5, 1999, the control rate for the classification of Maintenance Assistant (employed in Police, Public Works & Transportation, and Information Services Departments) shall be increased by 3%;
- 4. Salary Adjustment Effective July 5, 1999, the control rate for the classification of Parts Technician (employed in Public Works & Transportation Department) shall be increased by 3%;
- 5. Salary Adjustment Effective July 5, 1999, the control rate for the classification of Senior Public Health Laboratory Technician (employed in Public Health Department) shall be increased by 3%;
- 6. Salary Adjustment Effective July 5, 1999, the control rate for the classification of Senior Water Quality Laboratory Technician (employed in Water & Power Department) shall be increased by 3%.

The agreement is now before the City Council for review and adoption.

## FISCAL IMPACT:

The cost of the proposed increases for 15 employees is \$16,722. Sufficient funds exist in the respective departments to cover the cost of the increases.

Respectfully Submitted,

OYNTHIA J. KURTZ City Manager

Approved:

GALE E. HARRISON

Director of Human Resources

Concurrence:

Director of Finance