



CITY OF LODI COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Amending Memorandum of Understanding between the City of Lodi and the International Brotherhood of Electric Workers for the Period January 1, 2008 through December 31, 2011

MEETING DATE: February 20, 2008

PREPARED BY: Deputy City Manager

RECOMMENDED ACTION: Adopt Resolution amending Memorandum of Understanding between the City of Lodi and the International Brotherhood of Electrical Workers (IBEW) period January 1, 2008 through December 31, 2011. As directed by City Council through the City Manager, representatives from the IBEW, City staff and an outside negotiator (Bill Avery from Avery and Associates) began negotiations for the purpose of amending the MOU. The recommended elements of the MOU (as included in the attached tentative agreement, Exhibit A) are as follows:

BACKGROUND INFORMATION: The Memorandum of Understanding (MOU) between the City of Lodi and the IBEW expired on January 1, 2008. The recommended elements of the MOU (as included in the attached tentative agreement, Exhibit A) are as follows:

- Effective January 1, 2008 employees shall receive a salary increase of 4%.
- Effective on January 1, 2009, 2010 and 2011 salaries will be adjusted by a minimum of 3.5% and maximum of 5.5% based on the Consumer Price Index (CPI-W) for San Francisco wage earners.
- As is currently the practice, the MOU will be amended to include a provision for a 10% premium for employees who work in the Utility Relief Operator position.
- When required to work overtime, employees will be granted a \$20 meal allowance. One hour of pay will be provided in instances where a meal is missed.
- Bi-lingual pay will be provided in accordance with the City of Lodi policy for employees for which the City of Lodi needs an employee who has been certified with this designation.
- Three title changes will be made without any pay difference as follows:
 - Assistant Electrical Estimator to Estimator.
 - Electrical Estimator to Distribution Planner
 - Senior Electrical Estimator to Distribution Planning Supervisor
- Those required to have a Class "A" commercial driver's license as part of their employment will be given \$600 per year.

These terms do not include a survey of comparable cities. Wage increases will be based on Consumer Price Index adjustments. The City has a contract with the IBEW to hire employees from the "Union Hall". This contract requires Lodi to pay according to IBEW's standard contract. The proposed MOU mirrors the IBEW standard agreement to allow for uniformity within the workforce.

APPROVED: _____
Blair King, City Manager

FISCAL IMPACT: The current year salary modifications as recommended, would impact the Electric Utility Fund by approximately \$40,000 in fiscal year 2007-08. In fiscal year 2008-09 and beyond, the additional annual cost will range between \$80,000 and \$87,000 based on a minimum of 3.5% and a maximum of 5% change in the Consumer Price Index.

FUNDING AVAILABLE: The increase of \$40,000 to salary and benefits is included in the current year budget. Pending the action taken by the City Council, the Electric Utility budget will be adjusted to reflect the salary and benefit adjustments incorporated within the MOU amendments.

James R. Krueger, Deputy City Manager

Attachments

City of Lodi International Brotherhood of Electrical Workers

Last, Best and Final Offer

Article IV- Salary

Increase all salaries for all positions by 4% on the first pay period in which January 1, 2008 falls.

Increase all salaries by minimum of 3.5% and maximum of 5.5% based on the CPI-W US City wide wage earners index on January 1, 2009, 2010 and 2011. The CPI index for the twelve month period ending on March of the previous year will be used to determine the increases on January 1, 2009, 2010 and 2011.

A relief premium of 10% will be applied to operators for all hours worked in the Utility Service Operator relief position under that attached salary schedule.

Article XXVII

Meal Allowance

Modify meal allowance to be \$20. One hour pay shall be given for a missed meal.

Article XXX

As provided for in article 25.3 it is the intent that all Utility Service Operator IIs shall fill the Utility Service Operator relief position in a sequentially rotating manner such that each individual serves an equal share of at least 7 weeks and not more than 13 weeks rotation.

Bi-lingual pay

Based upon mutual agreement between the City of Lodi and IBEW, City of Lodi will pay those employees as needed the Bi-lingual pay amount as included in the City of Lodi Policy.

Article 7.2 Boot Allowance

Boot allowance of \$150 to be extended to Equipment Specialist

Medical Insurance

Current MOU language to be maintained

Title Changes

The following classifications shall be changed in title only and there shall be no change in pay associated with these title changes:

Assistant Electrical Estimators to Estimator
Electrical Estimators to Distribution Planner
Senior Electrical Estimator to Distribution Planning Supervisor

Class "A" Commercial Drivers License

\$600 per year will be paid to those employees who are required to possess a Commercial Class "A" drivers license.

Miscellaneous

Prior to any reduction in force of IBEW represented employees, affected IBEW employees meeting the minimum qualifications of the jobs being contracted will be offered any bargaining unit work being performed by contractors. These assignments will be of a temporary nature. All current rules concerning bumping and selection shall apply. For the purpose of this agreement, contracting occurs when temporary non-IBEW employees are filling positions; outside contractors are performing work in the IBEW bargaining unit and cross-training is in effect. The City of Lodi agrees to notify IBEW in each instance of its intent to contract IBEW bargaining unit work.

Technological Changes:

The City of Lodi shall continue to provide the Union with as much as is practicable of technological changes in its business that may have a significant effect on its work force. In such circumstances, the city of Lodi and the union shall then meet to study and endeavor to adopt appropriate solutions.

Article XXXXIII

This MOU covers the period from January 1, 2008 through December 31, 2011

IBEW

City of Lodi

Rod Brown *Richard Willett* *James A. ...*

Samuel C. Slewo
IBEW 1245
Business Representative.
2/1/2008

RESOLUTION NO. 2008-_____

A RESOLUTION OF THE LODI CITY COUNCIL
AMENDING THE MEMORANDUM OF UNDERSTANDING
WITH THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

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WHEREAS, representatives from the City of Lodi and International Brotherhood of Electrical Workers (IBEW) have bargained in good faith for the purpose of amending certain articles of the Memorandum of Understanding (MOU).

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that it does hereby amend the MOU as follows:

Article IV-Salary

4.1 Removed and replaced as follows:

Effective January 1, 2008, employees shall receive a salary increase of 4.0%.

4.2 Removed and replaced as follows:

Effective on January 1, 2009, 2010, and 2011, salaries will be adjusted by a minimum of 3.5% and maximum of 5% based on the Consumer Price Index (CPI-W) for San Francisco wage earners.

4.6 Added

Employees who work in the Utility relief operator position will receive a 10% premium.

4.7 Added

Those required to have a Class "A" commercial drivers license as part of their employment will be given \$600 per year.

Article XXVII-Meals

27.1 Removed and replaced as follows:

When required to work overtime, employees will be granted a \$20 meal allowance. One hour of pay will be provided in instances where a meal is missed.

Miscellaneous

Three title changes will be made without any pay difference as follows:

- o Assistant Electrical Estimator to Estimator
- o Electrical Estimator to Distribution Planner
- o Senior Electrical Estimator to Distribution Planning Supervisor

Bilingual pay will be provided in accordance with the City of Lodi policy for employees for which the City of Lodi needs an employee who has been certified with this designation.

Date: February 20, 2008

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I hereby certify that Resolution No. 2008-____ was passed and adopted by the Lodi City Council in a regular meeting held February 20, 2008, by the following vote:

- AYES: COUNCIL MEMBERS –
- NOES: COUNCIL MEMBERS –
- ABSENT: COUNCIL MEMBERS –
- ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL
City Clerk