



✓ A.I.D.

OFFICE OF
LABOR RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

November 21, 2000

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City Council
Sacramento, California

Honorable Members in Session:

AG 7000 - 194



SUBJECT: Tentative Agreement in the Engineering Unit

LOCATION AND COUNCIL DISTRICT:

City-wide

RECOMMENDATION:

It is recommended that the City Council approve the attached agreement covering employees in the Engineering Unit.

CONTACT PERSON:

Dee Contreras, Director of Labor Relations, 264-5424
Jacquelyn Sanders, Labor Relations Officer, 264-5424

FOR COUNCIL MEETING OF:

November 21, 2000 (afternoon)

SUMMARY:

This report recommends that the City Council approve the tentative settlement reached between the City of Sacramento and the Western Council of Engineers on a new five-year agreement covering 69 employees in the Engineering Unit for the period November 4, 2000 to June 24, 2005. The tentative agreement has been ratified by the Union membership. The major features of the tentative agreement are:

1. Economic Improvements

a. First Year: Fiscal Year 2000-01

- 1) Effective July 1, 2000, salaries will increase by 3%.
- 2) Effective December 30, 2000, equity adjustments will be implemented pursuant to Article 6 of the Agreement, affecting 15 classifications and 69 employees.
- 3) Effective January 1, 2001, the City's monthly health and welfare contribution will increase to \$585 for employees hired prior to April 13, 1996 with two or more insured dependents. For employees hired on or after April 13, 1996, the contribution will increase to \$485 for employees with one insured dependent and to \$585 for employees with two or more insured dependents.
- 4) Effective November 18, 2000, the City will contribute 3% of the employee's contribution to the Public Employees' Retirement System (PERS) and, in lieu of such contribution for members of the Sacramento City Employees' Retirement System, increase by \$25 to \$100 monthly as an add-on to the City's health and welfare contribution.
- 5) Effective November 18, 2000, the current four-week parental leave benefit which is now available after 60 months of City employment will be now be available after completion of 36 months.
- 6) Effective December 30, 2000, bilingual pay of \$20 per pay period shall be available for certified employees at the authorization of the department head.
- 7) Effective November 18, 2000, the minimum retirement age for eligibility to the City health insurance contribution has been changed to age 50.
- 8) Effective November 18, 2000, the City subsidy of the RT pass is increased from 60% to 80% for full-time career employees and to 50% for part-time employees. The same subsidy shall apply to alternate public transportation up to a maximum of \$100 per month.
- 9) Effective December 12, 2000, employees assigned to the downtown area receive a transportation allowance of \$45 per month for full-time career employees and \$25 per month for part-time career employees.
- 10) Effective December 1, 2000, employees will receive an increase to the basic life insurance benefit from \$6,000 to \$10,000.

b. Second Year: Fiscal Year 2001-02

- 1) Effective June 30, 2001, salaries will increase based on the percentage change in the Consumer Price Index, but not less than 2% nor more than 4%.

- 2) Effective June 30, 2001, equity adjustments will be implemented pursuant to Article 6 of the Agreement, affecting 16 classifications and 69 employees.
- 3) Effective June 30, 2001, the PERS miscellaneous retirement plan will be amended to the 2% at age 55 formula with the 50% Industrial Disability Retirement; a 2% COLA; 1 year final compensation; and military service credit.
- 4) Effective June 30, 2001, Step 1 of the salary range shall be eliminated and employees thereon will advance to Step 2.

c. Third Year: Fiscal Year 2002-03

- 1) Effective June 29, 2002, salaries will increase based on the percentage change in the Consumer Price Index, but not less than 2% nor more than 4%.
- 2) Effective January 1, 2003, the City's monthly health and welfare contribution will increase to \$300 for employees hired on or after April 13, 1996 with no dependents; to \$500 for all employees with one dependent; and to \$600 for all employees with two or more dependents.
- 3) Effective June 29, 2002, Step 2 of the salary range shall be eliminated and employees thereon will advance to Step 3.
- 4) Effective December 28, 2002, the City shall implement an IRS Section 401(a), Money Purchase Plan, with a City contribution of 2% of the employee's salary.

d. Fourth Year: Fiscal Year 2003-04

- 1) Effective June 28, 2003, salaries will increase based on the percentage change in the Consumer Price Index, but not less than 2% nor more than 5%.
- 2) Effective July 1, 2003, employees with 10 years of City service, but less than 15 years, will receive three days of personal time off per year.

e. Fifth Year: Fiscal Year 2004-05

Effective June 26, 2004, salaries will increase based on the percentage change in the Consumer Price Index, but not less than 2% nor more than 5%.

2. Concessions

The concessions were agreed to as follows:

- a. At the point when the PERS retirement City's employer contribution rate exceeds the current normal contribution rate of 4.930%, the increased employer contribution shall be offset by a reduction from the City-paid employee contribution paid on behalf of the employees.

- b. Effective November 18, 2000, payroll changes will be effective on the first day of the pay period which begins after the employee becomes eligible for said increase.

3. Other Major Features

- a. Mandatory License and Certificate Fees
An employee classification which requires a professional registration shall receive a reimbursement for the license fee.
- b. Professional Enrichment
When an employee makes expenditures which qualify as professional development expenses, they may obtain a reimbursement for such expenses up to a maximum of \$250 per year.
- c. Non-Career Employee Trial Period
The trial period for non-career employees will, under this provision, increase from 30 days to 6 months or a year from date of hire dependent upon the classification.
- d. Voluntary Work Furlough Program
This authorizes the current work furlough program for the term of the tentative agreement versus requiring the current practice of an annual re-authorization.
- e. Retiree Health and SCERS Issues
These issues are reserved for joint discussions with all recognized employee organizations regarding a ballot initiative to address SCERS retirement plan and other retirement issues.

COMMITTEE/COMMISSION ACTION:

Not applicable

BACKGROUND INFORMATION:

All ten collective bargaining agreements between the City of Sacramento and the eight recognized employee organizations expired on June 30, 2000. The provisions of the expired agreements were extended in practice since the date of expiration. The City commenced negotiations with most recognized employee organizations, including the Western Council of Engineers, in April 2000.

The tentative agreement with the Western Council of Engineers, in the 69 member unit is consistent with the labor settlement strategy adopted by the City Council earlier this year. The tentative agreement with Western Council of Engineers is a fair, reasonable, and appropriate settlement reflective of the changing needs and priorities of the City of Sacramento and its employees.

FINANCIAL CONSIDERATIONS:

The compounded cost increase for the five-year period will range, due to the CPI salary formula, from a minimum \$4,350,000 to a maximum \$5,760,000. The costs have been included in the current budget for fiscal year 2001 and have been projected in the budget for the following years.

POLICY CONSIDERATIONS:

Approval of the attached agreement by the Sacramento City Council fulfills the City's legal obligations under the Meyers-Miliias-Brown Act, adheres to the City's positive labor-management relations program, and guarantees labor stability to the year 2005.

ESBD CONSIDERATIONS:

Not applicable

Respectfully Submitted,



DEE CONTRERAS
Director of Labor Relations

Recommendation Approved:



ROBERT P. THOMAS
City Manager

Attachments

NOV 21 2000
OFFICE OF
CITY

RESOLUTION NO. 2000-677

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____
A RESOLUTION ADOPTING AGREEMENT WITH
WESTERN COUNCIL OF ENGINEERS
DATED NOVEMBER 21, 2000

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution on employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the Western Council of Engineers, the recognized employee organization for employees in the Engineering Unit as designated in said policy; and,

WHEREAS, these parties have reached agreement on matters relating to the employment conditions of the employees in said unit, as reflected by the written Agreement entered into by them on November 13, 2000; and,

WHEREAS, this Council finds that the provisions and agreements contained in this Agreement are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said Agreement.

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____