

COUNCIL ACTION FORM

SUBJECT: IUOE BLUE COLLAR CONTRACT MODIFICATION

BACKGROUND:

A new contract with the International Union of Operating Engineers (IUOE), Blue Collar Unit, was previously approved to take effect on July 1, 2009. A modification within the approved contract changed the Parking Meter Repair Worker position pay rate structure from three steps to four steps and modified time-in-grade credit from Maintenance Worker to Parking Meter Repair Worker.

Since the time this contract was approved, a Maintenance Worker has received promotion to the Parking Meter Repair Worker position. Since these changes to pay and time-in-grade for this position have already been agreed to effective July 1, it would avoid confusion if the changes could take effect at the time this promotion occurred, which was February 1. This would allow the newly promoted employee to seamlessly follow the time-in-grade steps laid out under the terms of the agreement.

ALTERNATIVES:

1. Authorize an effective date of February 1, 2009 within the IUOE Blue Collar unit contract specific to the Parking Meter Repair Worker's pay rate structure and time-in-grade credit.
2. Do not approve the proposed contract change.

MANAGER'S RECOMMENDED ACTION:

This minor contract revision will allow a recently promoted employee to be paid under the pay and time-in-grade credit terms that were negotiated in the recently ratified Blue Collar contract, with the pay rate being effective with the date of his promotion. The Blue Collar union has already approved these changes.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby authorizing an effective date of February 1, 2009 within the IUOE Blue Collar unit contract specific to the Parking Meter Repair Worker's pay rate structure and time-in-grade credit.