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APPROVED
BY THE CITY COUNCIL

JUN 30 1992

OFFICE OF THE
CITY CLERK

DEPARTMENT OF
EMPLOYEE RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

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June 30, 1992

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City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Addendum #2 to the 1987-92 Water and Sewer Unit Agreement

LOCATION AND COUNCIL DISTRICT

City

SUMMARY

The City of Sacramento and the Plumbers and Pipefitters, Local 447 reached tentative agreement on modifications, including a one-year extension, to the 1987-92 Water and Sewer Unit Agreement covering 165 employees. These changes have been incorporated as Addendum #2 to the current Agreement. The City Council is requested to approve the Addendum.

COMMITTEE/COMMISSION ACTION

None

STAFF RECOMMENDATION

It is recommended that the City Council approve the attached Resolution adopting Addendum #2 to the 1987-92 Water and Sewer Unit Agreement.

BACKGROUND

The 1987-92 Water and Sewer Unit Agreement was due to expire on June 26, 1992. However, after the commencement of bargaining for a new agreement, the parties reached tentative agreement to extend the term of the Agreement for one year with some new contract provisions which have been incorporated as Addendum #2. The tentative agreement has been ratified by the Union membership. The new contract provisions in the proposed Addendum #2 are:

1. Effective June 27, 1992, a 3.7% salary increase for all employees.

2. Effective July 1, 1992, the City's \$385.20 monthly health and welfare contribution will be increased by \$25.00 to \$410.20 for each eligible employee.
3. The City's Parental Leave Policy will be applicable to career employees in the Water and Sewer Unit.
4. An employee performance counseling plan will be established on a trial basis.
5. A procedure for correction of payroll errors will be implemented.
6. The term of the 1987-92 Agreement will be extended for an additional year for the period June 27, 1992 to June 25, 1993.

FINANCIAL CONSIDERATIONS

The cost increase of the one-year extension for Fiscal Year 1992-93 is estimated at \$306,000.

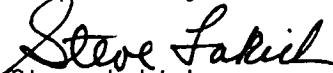
POLICY CONSIDERATIONS

Approval of Addendum #2 by the City Council provides employees in the Water and Sewer Unit with essentially the same pay and benefit package for Fiscal Year 1992-93 as other represented miscellaneous employees. Furthermore, the one-year extension will change the expiration date of this Agreement to coincide with the June 25, 1993 expiration date of all other City labor agreements.

MBE/WBE

Not applicable.

Respectfully Submitted By:



Steve Lakich
Director of Employee Relations

RECOMMENDATION APPROVED BY:



Walter J. Slupe
City Manager

CONTACT FOR MORE INFORMATION:

Steve Lakich, Director of Employee Relations (264-5424)
Attachment

RESOLUTION NO. 92-479

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

A RESOLUTION ADOPTING ADDENDUM #2 TO THE
1987-92 WATER AND SEWER UNIT AGREEMENT
WITH THE PLUMBERS AND PIPEFITTERS, LOCAL 447

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WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution an 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 Plumbers and Pipefitters, Local 447, the recognized employee organization for employees in the Water and Sewer Unit as designated in said policy; and

WHEREAS, the parties have entered into an Addendum #2 to the 1987-92 Water and Sewer Unit Agreement relating to modifications of terms and conditions of employment and a one-year extension for employees in said Unit as reflected by the written Addendum entered into by them on May 27, 1992, which Addendum is attached hereto and made a part hereof; and

WHEREAS, this Council finds that the provisions and agreements contained in this Addendum 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 Addendum.

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____