



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Alex Gurza

SUBJECT: See Below

DATE: November 1, 2004

Approved

Date

11/01/04

**SUBJECT: AGREEMENT WITH THE ASSOCIATION OF BUILDING,
MECHANICAL AND ELECTRICAL INSPECTORS (ABMEI)**

RECOMMENDATION

Adoption of a resolution approving the terms of a Memorandum of Agreement with the Association of Building, Mechanical and Electrical Inspectors, and authorizing the City Manager to execute the agreement with a term of October 26, 2004, through October 19, 2007.

BACKGROUND

The current contract with ABMEI expired on Friday, October 22, 2004. On October 26, 2004, the City and ABMEI reached a tentative agreement on a three-year Memorandum of Agreement. The agreement was ratified by the ABMEI membership on October 27, 2004.

ANALYSIS

Summary of tentative agreement includes:

- | | |
|-------------------------|---|
| Term | October 26, 2004, through October 19, 2007. |
| Wages | Maintain current salaries in effect as of October 26, 2003.
1.5% general wage increase effective October 23, 2005.
3.75% general wage increase effective October 22, 2006. |
| Medical Benefits | Effective in January 2006, increase employees' maximum contribution for medical insurance from \$25.00 to \$50.00 per month.
Effective in January 2007, increase employees' maximum contribution for medical insurance from \$50.00 to \$100.00 per month. |

November 1, 2004

Subject: Tentative Agreement with ABMEI

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ANALYSIS (cont'd.)

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|--------------------------------|--|
| Dental Benefits | Effective in January 2006, introduce a cost sharing for dental benefits that includes 100% City paid for lowest priced plan and 95% City paid, 5% employee paid for other plans. |
| Disability Leave | Change maximum length of supplemental pay benefit from 12 months to nine months. |
| Higher Class Pay | Revise language regarding higher class assignments. |
| Substance Abuse Program | Changes to existing program for clarification purposes. |

PUBLIC OUTREACH

Not applicable.

COORDINATION

This memorandum was coordinated with the City Attorney's Office, and the City Manager's Budget Office.

COST IMPLICATIONS

There is no ongoing increased annual direct cost of this agreement in the first year. The ongoing increased annual direct cost of the 1.5% increase in the second year is \$150,671.00. The ongoing increased annual direct cost of the 3.75% increase in the third year is \$382,328.00. The changes to the health and dental cost-sharing formula will not take effect until January 2006 and January 2007. The actual change to City/employee costs will be based upon the health and dental rates established by the chosen providers for the 2006 and 2007 calendar years, which are not available at this time.



Alex Gurza
Director of Employee Relations