TO: HONORABLE CITY COUNCIL

FROM: CITY MANAGER DEPARTMENT: HUMAN RESOURCES

DATE: APRIL 8, 2002 CMR: 195:02


RECOMMENDATION

This report recommends Council approval of the attached resolution amending Section 1401 of the Merit System Rules and Regulations regarding the Memorandum of Agreement between the City of Palo Alto and Local 715, Service Employees International Union (SEIU) for Classified Personnel, and Resolution adopting the amended Compensation Plan for Local 715 for Classified Personnel.

BACKGROUND

A budget for the new classification of Storekeeper-Lead was submitted and approved on May 8, 2001. On June 4, 2001, the City Council approved resolutions adopting the Memorandum of Agreement Between the City of Palo Alto and Local 715, SEIU for Classified Personnel and the Compensation Plan for Classified Personnel. The resolution allowed for a three-year agreement with specified salary increases and equity adjustments each year of the agreement. They did not include the new classification of Storekeeper-Lead, and salary increases for the second and third year for the classification of Utility Compliance Technician Lead were inadvertently omitted.

DISCUSSION

This action will correct both omissions to the Memorandum of Agreement Between the City of Palo Alto and Local 715, SEIU for Classified Personnel and the Compensation Plan.
Plan for Classified Personnel. The full text of the agreement, the compensation plan and salary schedule are attached with changes highlighted.

**RESOURCE IMPACT**

The annual cost for the proposed reclassification of Storekeeper to Storekeeper-Lead represents a 7% increase over the base Storekeeper compensation or $4,248 including benefits. The 2001-02 Adopted Budget includes full funding for the approximate $1,100 to be paid in the current fiscal year.

**POLICY IMPLICATIONS**

This recommendation does not represent any change to existing City policies.

**ENVIRONMENTAL REVIEW**

This recommendation does not represent any change to existing City policies.

**ATTACHMENTS**

1. Resolution of the Council of the City of Palo Alto Amending the Merit System Rules and Regulations.

**PREPARED BY:** Helen Del Grosso, Manager Employee Relations & Compensation

**APPROVED BY:**

JAY C. ROUNDS
Director of Human Resources

**CITY MANAGER APPROVAL:**

EMILY HARRISON
Assistant City Manager