
MEMORANDUM

DATE: August 5, 2005

TO: City Council Members

FROM: Sylvia Jones, Budget and Policy Analyst

SUBJECT: Request for modification to 300 and 600 Series Exempt and Non-exempt Professional Employees Compensation Plan

CC: Rocky Fluhart, Steve Fawcett, Mary Johnston, Laurie Donnell

The Administration is proposing modifications to the 300 and 600 Series Exempt and Non-exempt Professional Employees Compensation Plan. The proposed changes relate specifically to the call-back and standby compensation guidelines for full-time 300 Series employees.

The Administration states that the proposed changes will bring the callback and standby provisions applicable to 300 Series employees in line with the callback and standby provisions included in the AFSCME contract for 100-200 Series employees. The City's Compensation Manager maintains that this language applies primarily to Public Utility and Airport front line supervisors who go to work sites with City crews. (The changes do not apply to snow fighters in the City's Department of Public Services.)

According to the Administration, the proposed amendment was presented to the Administration in May of 2005 by the Professional Employees Council (PEC). The Administration agreed to support the modification pending approval from the City Council. During the budget season, these changes were inadvertently omitted from the compensation plan approved by the Council. The Administration indicates that the budget impact would be minimal.

The Administration proposes that the following language be added to the 300/600 Series Exempt and Non-exempt Professional Employees Compensation Plan: *Employees who have been released from normally scheduled work but remain on standby status, and who return to their normal work site upon direction of an appropriate department head or designated representative prior to their next normal duty shift and without advanced notice or scheduling, shall be guaranteed a minimum four (4) hours work or straight time pay thereof.*

Any employee on standby as a member of the Snow Fighter Corps shall not receive standby/on-call pay or shift differential when on standby or called back to fight snow.

The City Council may wish to ask the Administration how many employees would be affected by the proposed changes.

COUNCIL TRANSMITTAL

TO: Rocky J. Fluhart,
Chief Administrative Officer

DATE: July 5, 2005

FROM: Brenda Hancock, Human Resource Director

SUBJECT: Requested Amendment to 2005-2006 300 Series Compensation Plan, to Provide Same Call-Back and Standby Provisions to 300 Series Employees as Are Provided to AFSCME Employees

STAFF CONTACT: Vic Blanton, Classification and Compensation Program Mgr., 535-6026

BUDGET IMPACT: Requested amendment to the call back and standby provisions of the 600 and 300 Series Compensation Plan would pertain only to 300 Series employees and would affect mostly the Airport and the Public Utilities Departments. Budget impact would be minimal.

RECOMMENDATION: That the City Council approve adoption of the proposed amendment (attached).

BACKGROUND AND DISCUSSION:

The proposed requested amendment, brought to Administration by the Professional Employees Council (PEC) in early May, is as indicated in the attached markup. If approved, it will bring the callback and standby provisions applicable to 300 Series employees in line with the callback and standby provisions in the AFSCME contract.

On May 4 Rocky Fluhart met with PEC representatives and agreed in principle to support the change, pending department directors' support and City Council approval. Leadership of departments most likely affected was unanimous in expressing that the change was needed to bring equity between the employee populations subject to said provisions, and that the budget impact would be minimal. Within a few days of such affirmation, the revised language was drafted. However, the section was inadvertently omitted from the compensation plan approved by the Council.

VII. WAGE DIFFERENTIALS

A. Call-back and Standby. Full-Time "300 Series" employees may receive call-back and standby compensation based on Department Director approval and the following guidelines:

1. Employees who have been released from normally scheduled work and standby periods, and who return to their normal work site upon direction of an appropriate department head or designated representative prior to their next normal duty shift and without advanced notice or scheduling, shall receive a minimum of three (3) hours straight-time pay and in addition shall be guaranteed a minimum four (4) hours work or straight-time pay thereof.
2. Employees who have been released from normally scheduled work but remain on standby status, and who return to their normal work site upon direction of an appropriate department head or designated representative prior to their next normal duty shift and without advanced notice or scheduling, shall be guaranteed a minimum four (4) hours work or straight-time pay thereof.
3. Full-Time "300 Series" employees may be eligible for: (1) 2 hours of straight time pay for each 24 hour period of limited standby status; or (2) 2 hours straight time pay for each 12 hour period of limited standby status if they are Department of Airports and Public Utilities Department employees.

Any employee on standby as a member of the Snow Fighter Corps shall not receive standby/on-call pay or shift differential when on standby or called back to fight snow.