


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: **June 25, 2007**

To: The City Council

From: Karen L. Sisson, City Administrative Officer 

Subject: **RECYCLING AMBASSADOR PROGRAM BONUS**

The Bureau of Sanitation is implementing the Recycling Ambassador Program to focus on reducing contamination levels in City-collected refuse. Contaminants are defined as materials that are not recyclable or are not "green waste". When levels of contaminants reach a specific level, they cannot be recycled and must be disposed of in a landfill. The current average contaminant level is approximately 30%. The goal for this program is to reduce that level to 20% by the end of fiscal year 2006/07.

Under this program, eight Refuse Collection Truck Operators (RCTOs) will be regularly assigned to inspect bins for contaminants. The inspection requires them to dump the container and manually sort through the contents of the bins. They will identify violators and educate them as to the proper use of the recycling bins, either in person or by distributing written materials. These duties are out of the scope of normal duties for an RCTO. Therefore, SEIU, Local 347, the union that represents RCTOs, requested bonus pay for these positions. The Bureau of Sanitation concurs and is requesting authority for a "Recycling Ambassador Program" bonus. Based on discussions with the Union, a bonus of 5.5% is recommended. It is further recommended that the bonus be effective retroactively to February 4, 2007, when the employees were first assigned to the program. The position authorities were approved by the Council in September 2006.

Recommendation

That the City Council approve the attached MOU amendment to provide a 5.5% salary bonus for the eight Refuse Collection Truck Operators assigned to the Recycling Ambassador Program effective February 4, 2007.

Fiscal Impact Statement

The cost for Fiscal Year 2006/07 will be \$10,623. The Bureau of Sanitation can absorb the cost of the bonuses within its current budgeted resources. The annual ongoing cost, including retirement, will be \$31,850.

KLS:SJO:kh216

Attachment

**MEMORANDUM OF UNDERSTANDING NO. 4
REGARDING THE EQUIPMENT OPERATION AND LABOR UNIT**

THIS AMENDMENT NO. 3 to the Equipment Operation and Labor Unit Memorandum of Understanding No. 4 is made and entered this
18th day of June, 2007

BY AND BETWEEN

**The HEADS OF DEPARTMENTS AND BUREAUS represented herein by the City
Administrative Officer (hereinafter "the City")**

AND THE

**SEIU, LOCAL 347
(hereinafter "Local 347" or "the Union")**

**AMENDMENT NO. 3
EQUIPMENT OPERATION AND LABOR UNIT – SEIU, Local 347
(MOU NO. 4)**

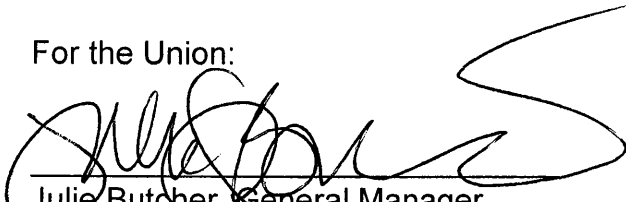
The undersigned parties agree to add salary note f-21 effective February 4, 2007:

Eight Refuse Collection Truck Operators regularly assigned to the Recycling Ambassador Program shall receive compensation at the second premium level above the appropriate step rate of the salary range prescribed for the class while so assigned.

Except for the salaries specifically amended herein, all other Articles and/or provisions of the 2004-2007 MOU No. 4 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 3 to MOU 4 the day, month and year written below.

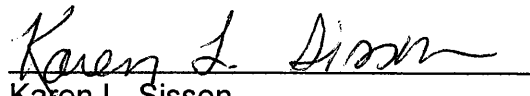
For the Union:



Julie Butcher, General Manager
SEIU, Local 347
06/06/07

Date


For the City:



Karen L. Sisson
City Administrative Officer
6/18/07


Date

Approved as to form:



Zed P. Houston
City Attorney
6/14/07

Date



Rifa L. Robinson, Director
Bureau of Sanitation
6/11/07

Date