

Agenda Report

October 21, 2002

TO: City Council
FROM: City Manager
RE: Approval of the Memorandum of Understanding Between the City of Pasadena and the Pasadena Firefighters Management Association and Adoption of a Resolution Providing for Reporting the Value of Employer Paid Member Contributions as Compensation to CalPERS

RECOMMENDATION

It is recommended that the City Council:

1. Approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Firefighters Management Association (PFMA) for the term April 1, 2002 through March 31, 2005, and;
2. Adopt the attached Resolution providing for reporting the value of Employer Paid Member Contributions as compensation to the California Public Employees Retirement System, and;
3. Approve a journal voucher allocating funds from the Personnel Reserves to the Fire Department as appropriate.

BACKGROUND

The City and representatives of the PFMA met and conferred in good faith and the PFMA membership has ratified the tentative agreement reached by the parties. Economic adjustments include the following:

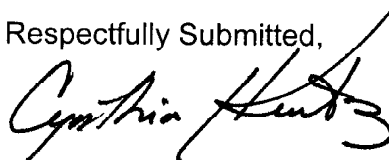
1. Salaries: Effective July 1, 2002, the differential between the salary range maximum for Fire Captain I and Fire Captain II shall be increased to 15%.
2. Retirement: Effective October 21, 2002, with the adoption of the attached Resolution, the City will report the value of Employer Paid Member Contributions to CalPERS and the Fire and Police Retirement System as compensation.

3. Post-Retiree Medical Contributions: Effective July 29, 2002, the City shall contribute an amount equal to one percent (1%) of base salary to a post-retiree medical fund for each bargaining unit employee. Effective July 28, 2003, the City's contribution shall be increased by an additional one percent (1%).
 4. Health Insurance: Effective the beginning of the first payroll period following approval of this MOU, the City's contribution to the Employee Option Benefit Fund (EOBF) shall increase to \$640.36 per employee per month. Further, if during the term of this MOU the City's EOBF contribution for members of the Pasadena Fire Fighters Association increases, the EOBF contribution for PFMA members will increase by an equivalent dollar amount.
 5. Dental Insurance: Effective the beginning of the first payroll period following approval of this MOU, the City's contribution for dependent dental coverage shall increase to \$57.16 per employee per month for employees with one dependent, and to \$69.15 per employee per month for employees with two or more dependents. Further, if during the term of this MOU the City's dependent dental contribution for members of the Pasadena Fire Fighters Association increases, the dependent dental contribution for PFMA members will increase by an equivalent dollar amount.
 6. Day Shift Differential: Effective April 8, 2002, the differential for employees assigned to a 40-hour per week day shift shall increase to 8% of base salary. Effective April 7, 2003, the differential shall increase to 9% of base salary, and effective April 5, 2004, the differential shall increase to 10% of base salary.
 7. Credit For Unused Sick Leave: Upon approval of this MOU, the City will proceed with the steps necessary to amend the City's contract with PERS to provide for service credit for unused sick leave, pursuant to California Government Code Section 20965.
 8. Movie Detail Pay: Increase the rate paid to employees assigned to a supervisory function on a movie or filming detail to \$55 per hour.
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FISCAL IMPACT

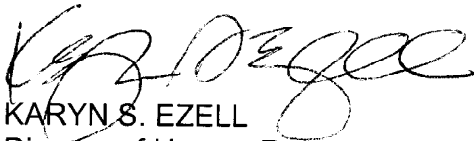
The fiscal impact of the implementation of this MOU between the City of Pasadena and the Pasadena Firefighters Management Association is estimated to be \$75,800 for FY 2003, including salary and related benefits costs. Sufficient funds are available in the Personnel Reserves, and additional appropriations are not necessary.

Respectfully Submitted,



CYNTHIA J. KURTZ
City Manager

Prepared by:



KARYN S. EZELL
Director of Human Resources

Concur:



JAY M. GOLDSTONE
Director of Finance