

4. With the exception of grant-funded and limited term positions, no layoffs of bargaining unit members will occur through December 31, 2010. No bargaining unit member will be reduced from full-time employment to less than 33 hours per week through December 31, 2010.

5. The City agrees that any change in benefits cost sharing arrangements will not be implemented earlier than July 1, 2010.

6. A Labor-Management Committee is created, which will meet on a bi-monthly basis to resolve concerns that may arise during the term of the MOU.

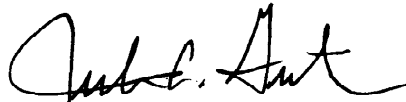
7. Up to 33 employees will be considered for promotion to limited-term positions through December 31, 2009, in which city-wide succession planning efforts will be undertaken.

Staff recommends approval of this Amendment to the MOU, which is consistent with direction received and the approach being taken to address the structural imbalance in the operating budget.

FISCAL IMPACT:

The fiscal impact of the implementation of this Amendment to the MOU is estimated to be a savings of approximately \$1,886,793, thirty-five percent of which is General Fund, from what would have otherwise been expended under the existing four-year MOU between the City of Pasadena and PMA. Savings achieved by forgoing an increase are compounded over time.

Respectfully Submitted,



For MICHAEL J. BECK
City Manager

Prepared By:



KARYN S. EZELL
Director of Human Resources