

# Agenda Report

July 10, 2017

**TO:** Honorable Mayor and City Council

**FROM:** Human Resources Department

**SUBJECT:** APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIRE FIGHTERS ASSOCIATION FOR THE TERM OF JULY 1, 2017 - JUNE 30, 2020

**RECOMMENDATION:**

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review.
2. Approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Fire Fighters Association (PFFA) for the term of July 1, 2017 through June 30, 2020.

**BACKGROUND:**

The Pasadena Fire Fighters Association represents 152 full-time employees in the classification of Firefighter, Fire Engineer, and Fire Captain engaged in fire suppression, search and rescue, and emergency service delivery. The existing three-year memorandum of understanding between the City and the PFFA expired on June 30, 2016. Negotiations for a successor MOU began on December 5, 2016, and the parties reached a tentative agreement on June 6, 2017. On June 14, PFFA members ratified the tentative agreement.

A comprehensive labor market analysis conducted by Human Resources staff in November 2016 revealed that total compensation for PFFA members was below the median of the market. The salary increases included in this tentative agreement are designed to better align compensation for Fire Fighters, Engineers, and Captains in the

market through the term of this three-year agreement and encourage these skilled employees to remain and seek promotional opportunities with the Pasadena Fire Department. This tentative agreement also incorporates EMT and Paramedic pay into the base hourly rate of pay.

The following is a summary overview of the key contract modifications:

1. Classification Changes:

- a. The 4% EMT-D premium currently paid to all bargaining unit members not assigned as Paramedics will be added to the base hourly rate of all classifications and eliminated as a premium pay.
- b. The City will establish the classifications of Fire Fighter Paramedic, Fire Engineer Paramedic, and Fire Captain Paramedic.
- c. Compensation for Paramedic classifications will be established by adding \$11,400 to the annual rate for non-Paramedic classifications following the FY 18 cost of living increase of 3.5%. Paramedic pay will be eliminated as a premium pay.

2. Salary Increases:

- a. July 10, 2017: 3.5%
- b. July 1, 2018: 2.5%
- c. July 1, 2019: 3.5%

3. Education Incentive Pay:

- a. Associate's Degree: Increase to \$200 per month. Currently \$175 per month.
- b. Bachelor's Degree: Increase to \$350 per month. Currently \$275 per month.

4. Urban Search and Rescue (USAR) Pay: Increase to \$225 per month. Currently \$200 per month.

5. Uniform Allowance: Increase to \$500 annually reported to CalPERS annually as special compensation. Currently \$250 annually.

6. Effective upon implementation of a new City-wide payroll system, premium pays will be paid as flat biweekly amounts and included in overtime calculations.

7. Special events to be paid at 1.5 times the employee's 40-hour rate of pay. Currently paid at 1.5 time top step of the 40-hour rate of the employee's classification depending on assignment.

8. Movie Detail Rate: Increase to \$63 per hour. Currently \$55 per hour.
9. Tuition Reimbursement: Increase to \$900 per year. Currently \$750 per year.
10. Cost-sharing: Effective as early as administratively practicable, the 3% CalPERS cost-sharing contribution paid by employees will be deducted on a pre-tax basis. Classic employees, as defined by CalPERS, will contribute 12% of pensionable compensation on a pre-tax basis.
11. Work Schedule: The City and PFFA agree to pilot a 48/96 work schedule on a two-year trial basis beginning in January 2018 pending additional discussion and mutual agreement on identified performance measures and benchmarks. Examples of metrics may include, but are not limited to: sick leave usage, responsiveness to calls; employee injuries/workers' compensation claims; budget impact; overtime costs; recruitment/retention rates; employee training hours and quality; and employee engagement.
12. This agreement addresses a number of non-economic language cleanup items.

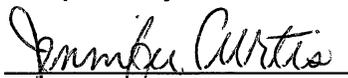
**COUNCIL POLICY CONSIDERATION:**

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability and ensuring public safety.

**FISCAL IMPACT:**

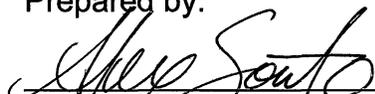
The fully burdened fiscal impact of this three-year agreement is approximately \$10.1 million dollars over the term of the contract, inclusive of anticipated increases to retirement costs on all pensionable bargaining unit compensation. The FY 2018 cost of the proposed agreement is approximately \$1.6 million, followed by increases of \$1.7 million and \$2.0 million in fiscal years 2019 and 2020. The FY 18 Operating Budget includes \$1.25 million of the recommended increases. The additional fiscal impact of \$350,000 is expected to be absorbed in the Fire Department's FY 2018 Operating Budget.

Respectfully Submitted,

  
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Jennifer Curtis

Director of Human Resources

Prepared by:

  
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Alex Souto

Human Resources Manager

Approved by:

  
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Steve Mermell

City Manager

Attachments:

1. Pasadena Fire Fighters Association Memorandum of Understanding - July 1, 2017 – June 30, 2020.