



Agenda Report

March 26, 2018

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPTION OF A RESOLUTION ADOPTING A SALARY SCHEDULE FOR THE PASADENA FIRE MANAGEMENT ASSOCIATION FOR THE PERIOD OF JUNE 20, 2011 – DECEMBER 15, 2013

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. Adopt a resolution adopting a salary schedule for the Pasadena Fire Management Association for the period of June 20, 2011 – December 15, 2013.

BACKGROUND:

The Pasadena Fire Management Association (PFMA) represents the Battalion Chiefs of the Pasadena Fire Department. The Memorandum of Understanding (MOU) between the City and PFMA establishes Battalion Chief compensation and benefits and includes a salary schedule that defines the maximum pay rates for each year the MOU is in effect. CalPERS utilizes these pay rates to establish compensation earnable for purposes of determining retirement benefits. CalPERS requires that pay rates be paid pursuant to a publically available salary schedule approved by a member agency's governing body in order to qualify as compensation earnable for purposes of retirement. Compensation reported to CalPERS may not exceed the maximum pay rate established in the publically available salary schedule approved by the governing body.

A review of Fire Department compensation and payroll reporting conducted by CalPERS' Office of Audit Services revealed that between June 20, 2011 and December 15, 2013, the City reported a pay rate that exceeded the maximum pay rate listed in the publically available pay schedule. The increase in Battalion Chief pay was the result of the implementation of an anti-compaction provision in the PFMA MOU, which states that the minimum pay rate for the classification of Battalion Chief will be no less than 18%

above Fire Captain, a classification represented by the Pasadena Firefighters Association (PFFA). Although Battalion Chief pay was correctly adjusted per the established MOU, an updated salary schedule reflecting the anti-compaction pay was not approved by the City Council in a public meeting.

As a result, staff has prepared for City Council approval a PFMA salary schedule for the period of June 20, 2011 through December 15, 2013. Approval of the salary schedule will ensure compliance with applicable public employee retirement laws and regulations as well as the City's contract with CalPERS. The City's current MOU and salary schedule for PFMA are in compliance with PERS requirements.

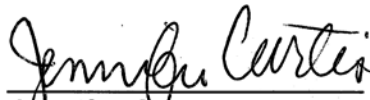
COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

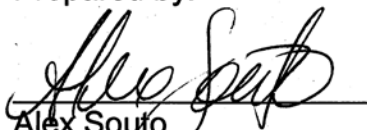
There is no fiscal impact associated with this item.

Respectfully Submitted,



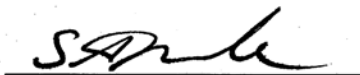
Jennifer Curtis
Director of Human Resources

Prepared by:



Alex Souto
Human Resources Manager

Approved by:



Steve Mermell
City Manager

Attachments:

1. Pasadena Fire Management Association Salary Schedule - June 20, 2011 – December 15, 2013
2. Resolution of the City Council of Pasadena adopting a salary schedule for the Pasadena Fire Management Association for the period of June 20, 2011 – December 15, 2013

Pasadena Fire Management Association

Classification		Minimum	Midpoint	Maximum
Fire Battalion Chief (56-hour)	Hourly	\$ 43.6703	\$ 46.1317	\$ 48.5931
	Annual	\$ 127,168	\$ 134,336	\$ 141,503
Fire Battalion Chief (40-hour)	Hourly	\$ 62.7760	\$ 65.4186	\$ 69.8526
	Annual	\$ 130,574	\$ 136,071	\$ 145,293

Hourly Rate Conversion

4/10 schedule = annual salary divided by 2080 hours

56-hour schedule = annual salary divided by 2912 hours

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PASADENA
ADOPTING THE SALARY SCHEDULE FOR THE PASADENA FIRE
MANAGEMENT ASSOCIATION FOR THE PERIOD OF
JUNE 20, 2011 – DECEMBER 15, 2013

BE IT RESOLVED by the City Council of the City of Pasadena that the salary schedule for the Pasadena Fire Management Association for the period of June 20, 2011 – December 15, 2013 is adopted as follows:

SECTION 1. Adopt the attached salary schedule for the Pasadena Fire Management Association for the period of June 20, 2011 – December 15, 2013 in its entirety.

SECTION 2. This resolution shall be effective immediately upon adoption by the City Council.

Adopted by the following vote at the meeting of the City Council on this ____ day of March, 2018:

AYES:

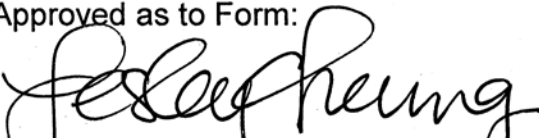
NOES:

ABSTAIN:

ABSENT:

Mark Jomsky, City Clerk

Approved as to Form:


Lesley Cheung, Assistant City Attorney