

# Agenda Report

February 22, 2021

**TO:** Honorable Mayor and City Council

**FROM:** Human Resources Department

**SUBJECT: APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIRE FIGHTERS ASSOCIATION (PFFA) FOR THE TERM OF OCTOBER 1, 2020 – SEPTEMBER 30, 2021**

## **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; and
2. Approve a Memorandum of Understanding between the City of Pasadena and the Pasadena Fire Fighters Association (PFFA) for the term of October 1, 2020 – September 30, 2021.

## **BACKGROUND:**

The Pasadena Fire Fighters Association represents 161 full-time employees in the Fire Department. The prior three-year memorandum of understanding between the City and the PFFA expired on June 30, 2020. Negotiations for a successor contract with the PFFA began in February 2020, and discussions on economic items were suspended in March 2020 due to the immediate and significant impact the COVID-19 pandemic was projected to have on the City's budget along with the ongoing uncertainty including long-term impact. The parties continued to communicate for several months primarily to discuss non-economic items, and agreed to extend the existing contract for three months to September 30, 2020, increase pay by \$100 per month for the classification of Firefighter Paramedic (56-hour) due to market placement, ongoing need to attract and retain Paramedics, and the important role Paramedics serve with COVID-19 response, and to modify the vacation bidding process for the 2021 calendar year. These changes

were memorialized in a Side Letter of Agreement, which was approved by the City Council on July 20, 2020.

The parties continued to hold check-in meetings through the end of 2020 while the City continued to closely monitor the impact on COVID-19 on the local economy and its revenues.

In recognition of the dedicated, front-line service to the community that the men and women of the PFFA perform, particularly during the pandemic, the City and PFFA have agreed to a successor contract that includes modest economic changes. The following is a summary overview of the key contract provisions:

1. Term: October 1, 2020 – September 30, 2021
2. Compensation Changes:
  - a. 1% salary increase effective March 1, 2021
  - b. A one-time, lump sum payment equal to the value of 1% of base pay for the period July 6, 2020 through February 28, 2021.
3. The proposed agreement addresses a number of non-economic clean-up items.

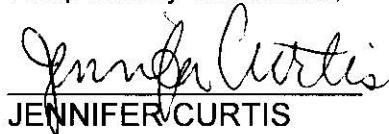
**COUNCIL POLICY CONSIDERATION:**

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 FY 2021 cost of the agreement is approximately \$223,000. The Fire Department's FY 2021 Operating Budget includes some additional funding in anticipation of negotiated wage increases.

Respectfully Submitted,



JENNIFER CURTIS  
Director of Human Resources

Approved by:



STEVE MERMELL  
City Manager

Attachment: City of Pasadena and PFFA Memorandum of Understanding