

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 MANAGEMENT ASSOCIATION (PFMA) FOR THE TERM OF JULY 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 Management Association (PFMA) for the term of July 1, 2020 – September 30, 2021.

BACKGROUND:

The Pasadena Fire Management Association represents seven full-time employees in the Pasadena Fire Department. The latest four-year memorandum of understanding between the City and the PFMA expired on June 30, 2020. Negotiations for a successor contract with the PFMA began in February 2020, and discussions on non-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 agreed to temporarily suspend negotiations for approximately six months and several check-in meetings were held 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 service to the community that the members of PFMA perform, particularly during the pandemic, the City and PFMA have agreed to a successor contract that includes modest economic changes. The following is a summary overview of the key contract provisions:

1. Term: July 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.

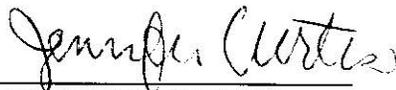
COUNCIL POLICY CONSIDERATION:

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 \$16,000. 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 PFMA Memorandum of Understanding