

Agenda Report

March 22, 2021

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF AN EXTENSION OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA MANAGEMENT ASSOCIATION (PMA) 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 15-month extension of the Memorandum of Understanding between the City of Pasadena and the Pasadena Management Association (PMA) for the term of July 1, 2020 – September 30, 2021.

BACKGROUND:

The Pasadena Management Association represents 449 budgeted positions throughout the City. The existing three-year memorandum of understanding between the City and the PMA expired on June 30, 2020. Negotiations for a successor contract with the PMA began in February 2020. By May 14, 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 City met with PMA to postpone economic discussions as it was not able to offer future financial enhancements. The parties continued to have ongoing communications and meetings to discuss financial updates. On March 9, 2021, the parties reached a tentative agreement on an extended contract term and compensation.

The City and the PMA agree to the following in a Side Letter of Agreement:

1. Extend the term and provisions of the current PMA MOU by fifteen months from July 1, 2020 to September 30, 2021.
2. Effective the first full pay period following City Council adoption, provide a 1% salary increase for all PMA members and concurrently increase salary control rates for unit classifications by 1%.
3. Effective the first full pay period following City Council adoption, provide a one-time, lump sum payment equal to the value of 1% of base pay for each member of PMA employed by the City on the day of City Council approval for the period of July 6, 2020-March 28, 2021. The lump sum is not eligible to be reported to CalPERS in compliance with CalPERS reporting requirements.

COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility.

FISCAL IMPACT:

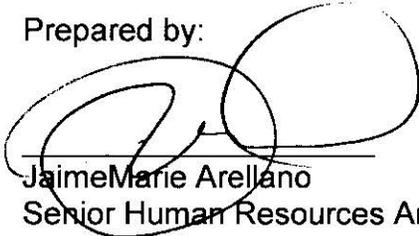
The fully burdened fiscal impact of this side letter agreement has an estimated annual cost of \$765,000, is 31% covered by the General Fund, and will be covered by sufficient appropriations in the FY 2021 Operating Budget, which factored in growth for salary and benefit increases.

Respectfully Submitted,



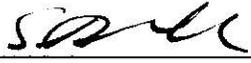
JENNIFER CURTIS
Director of Human Resources

Prepared by:



Jaime Marie Arellano
Senior Human Resources Analyst

Approved by:



STEVE MERMELL
City Manager

Attachments:

- 1) City of Pasadena and PMA Side Letter of Agreement
- 2) PMA Salary Schedule effective March 29, 2021