



In addition, the control rates for Fire Captain II's and Fire Battalion Chiefs, both represented by the Pasadena Firefighters Management Association, shall be increased by 4.9%.

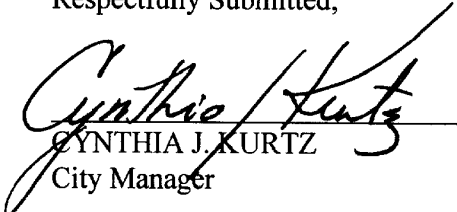
2. Special Assignment Pay (Fire and Environmental Control) – The bonus pay for 40-hour employees regularly assigned to perform fire and environmental control functions exceeding 24 months shall increase from \$450 to \$475 per month.
3. Bilingual Pay – The bonus for employees assigned to shift work, and who have passed the City's bilingual proficiency test, shall increase from \$75 to \$95 a month. Effective August 14, 2000, the bonus will increase from \$95 to \$125 a month..
4. Life Insurance – The City shall increase the life insurance coverage for each employee from \$30,000 to \$50,000.
5. Jury Duty Leave – The City shall provide a maximum of ten (10) days of paid leave for employees serving jury duty.
6. Health Insurance/Employee Option Benefit Fund – There will no longer be a maximum amount of unused insurance contributions that may be allocated to an employee's deferred compensation account. Effective August 14, 2000, the City will modify its health insurance contribution by an amount equal to 80% of the average dollar change (increase or decrease) of the family plan premiums for the PORAC and Kaiser South plans.
7. Paramedic Bonus – The City shall create a two-tiered paramedic bonus structure, with \$450 a month for initial paramedic licensing, and \$750 a month upon completion of second year.
8. PERS Credit for Unused Sick Leave – Request actuarial study from the California Public Employees' Retirement System for the cost of implementing Govt. Code Section 20862.8, which would provide .004 year of service credit for each day of unused sick leave in calculating retirement benefits.

This tentative agreement was submitted to the PFFA membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The annual cost of the salary increases for the 146 PFFA employees is estimated at \$450,906; the cost of the salary increases for 16 PFMA employees is estimated at \$69,158; the cost of the increase in Special Assignment Pay (Fire and Environmental Control) is \$2,400 a year; the cost of the first-year increase in Bilingual Pay is \$3,600; the cost of the increase in Life Insurance is \$8,064 a year; the cost of the new two-tiered Paramedic Bonus structure is \$18,300 a year. For fiscal year 2000, the cost of the agreement is \$354,361 which represents a pro-rata share of the annual cost. The agreement with PFFA represents an overall increase of 4% over current salary and benefit expenditures for this bargaining unit. Funds have been budgeted in the Personnel Reserves to cover this cost for fiscal year 2000.


Respectfully Submitted,

  
CYNTHIA J. KURTZ  
City Manager

Approved:

  
GALE E. HARRISON  
Director of Human Resources

Concurrence:

  
JAY M. GOLDSTONE  
Director of Finance

Agreement:

  
ERNEST MITCHELL  
Fire Chief