

# Agenda Report

February 3, 2003

TO: City Council  
FROM: City Manager  
RE: Approval of the Memorandum of Understanding Between the City of Pasadena and the Pasadena Fire Fighters Association and Adoption of a Resolution Providing for Reporting the Value of Employer Paid Member Contributions as Compensation to CalPERS

## RECOMMENDATION

It is recommended that the City Council:

1. Approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Fire Fighters Association (PFFA) for the term August 17, 2002 through August 23, 2004, and;
2. Adopt the attached Resolution providing for reporting the value of Employer Paid Member Contributions as compensation to the California Public Employees Retirement System, and;
3. Approve a journal voucher allocating funds from the Personnel Reserves to the Fire Department as appropriate.

## BACKGROUND

The City and representatives of the PFFA met and conferred in good faith and the PFFA membership has ratified the tentative agreement reached by the parties. Economic adjustments include the following:

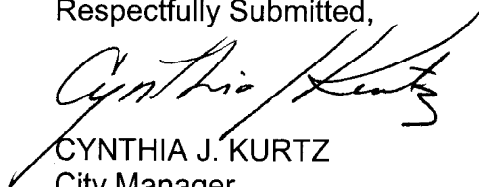
1. Salary Adjustment – Effective October 7, 2002, and October 6, 2003, the salary ranges for all bargaining unit classifications shall be set at the 75<sup>th</sup> percentile of surveyed agencies, based on salary survey data.
2. Retirement (Employer Paid Member Contribution) – Effective January 13, 2003 and upon adoption of the attached Resolution, pay and report the value of Employer Paid Member Contributions to PERS and FPRS as compensation.

3. Post-Retiree Medical Fund – Effective July 1, 2004, an additional amount equal to one percent (1%) of base salary shall be provided to all bargaining unit classifications, for designation to a post-retiree medical fund.
4. Service Credit for Unused Sick Leave – Effective upon adoption of this MOU, allow unused accumulated sick leave to be converted to additional service credit at time of retirement, pursuant to PERS regulations.
5. Day Shift Differential – Effective the first payroll period following adoption of this MOU, employees working the day shift shall receive the higher of \$475 per month, or 8% of base salary. Effective August 11, 2003, the differential shall be the higher of \$475 per month, or 9% of base salary. Effective August 9, 2004, the differential shall be 10% of base salary.
6. Paramedic Bonus – Effective the first payroll period following adoption of this MOU, the Paramedic Bonus shall be increased from \$450 per month to \$500 per month upon initial license, and from \$750 per month to \$800 per month after completion of the second year as a licensed paramedic.
7. Education Bonus – Effective the first payroll period following adoption of this MOU, bargaining unit employees holding an Associate of Arts degree from an accredited college shall receive an Education Bonus of \$175 per month, and employees holding a Bachelor's degree from an accredited college or university shall receive an Education Bonus of \$275 per month. Tuition Reimbursement of up to \$500 per year shall be provided to employees pursuing an Associate of Arts degree or higher at an accredited college or university.
8. Urban Search and Rescue (USAR) Bonus – Effective the first payroll period following adoption of this MOU, provide a USAR bonus to employees with Systems Level 2 certification of \$150 per month.
9. Movie Detail Pay – Effective the first payroll period following adoption of this MOU, increase the rate of Movie Detail pay from \$45 per hour to \$50 per hour.
10. Temporary Assignment – Effective the first payroll period following adoption of this MOU, provide additional pay at the rate of \$.90 per hour to a Fire Captain I assigned in an acting capacity to the rank of Fire Captain II, for periods not to exceed sixty (60) consecutive days.

FISCAL IMPACT

The fiscal impact of the implementation of this MOU between the City of Pasadena and the Pasadena Fire Fighters Association is estimated to be \$544,000 for FY 2003, including salary and related benefits costs. Sufficient funds are available in the Personnel Reserves, and additional appropriations are not necessary.

Respectfully Submitted,

  
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City Manager

Prepared by:

  
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Concur:

  
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