



Agenda Report

DATE: July 17, 2006

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIRE FIGHTERS ASSOCIATION FOR THE TERM AUGUST 24, 2004, THROUGH AUGUST 25, 2009.

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Fire Fighters Association for a 5-year term covering the period August 24, 2004 through August 25, 2009; and approve a journal voucher allocating funds from the General Fund Personnel Reserve as may be necessary.

BACKGROUND:

The City and representatives of Pasadena Fire Fighters Association negotiated in good faith and reached tentative agreement on a successor Memorandum of Understanding. On June 30, 2006, the Pasadena Fire Fighters Association membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the Memorandum of Understanding include the following:

- 1) Salaries: Effective August 1, 2005, adjust salaries to the 75th percentile for the classifications of Firefighter I and II, Fire Engineer and Fire Captain I. Thereafter, provide adjustments to the 75th percentile effective October 2, 2006, October 1, 2007 and October 14, 2008, in accordance with the salary survey methodology specified in the Memorandum of Understanding.

2) Paramedic Bonus: Effective on the first pay following the City Council's adoption of this Memorandum of Understanding, increase the Paramedic Bonus from \$800 to \$850 per month. Thereafter, effective August 6, 2007, increase the bonus from \$850 to \$875 and effective August 5, 2008, increase the bonus from \$875 to \$900.

3) Bilingual Pay: Increase bilingual pay from \$125 to \$140 per month for qualified employees who have contact with the public which requires the use of bilingual skills on a regular and continuing basis.

4) Urban Search and Rescue Bonus: Increase the USAR Bonus from \$150 to \$200 per month for fire fighters who meet the criteria established by the Office of Emergency Services and who have a California Class A Driver's License.

5) Tuition Reimbursement: Increase tuition reimbursement from \$500 to \$750 per year, effective on the first pay period following the date that the City Council adopts the Memorandum of Understanding.

6) Gainshare Program: Amend the Gainshare Program by updating the baseline amounts and providing a rolling 5 year average as a basis in determining whether savings have been realized that would trigger a payment to employees for reductions in use of sick leave, lost time workers compensation injuries, and traffic accidents.

7) Movie Detail: Increase movie detail pay from \$50 to \$55 per hour effective the first pay period following the City Council's adoption of the Memorandum of Understanding.

8) Health Insurance: Maintain the City's contribution to the Employee Option Benefit Fund (EOBF) at \$852.07 until the least expensive family health plan rate meets or exceeds the City's contribution to EOBF.

9) Military Service Credit as Public Service: Pursue an amendment to the PERS contract to provide for the optional benefit of Military Service Credit as Public Service.

10) Probation: Amend MOU to standardize the initial probationary period for all sworn fire personnel to 18 months.

FISCAL IMPACT:

The fiscal impact of the implementation of this Memorandum of Understanding between the City of Pasadena and Pasadena Fire Fighters Association is

estimated at \$1,702,215 for the first two years of the Memorandum of Understanding including salary and related benefit costs. Funding for anticipated salary increases was included in the FY 2007 Fire Department operating budget and the General Fund Personnel Reserve.

Respectfully Submitted,



CYNTHIA J. KURTZ
City Manager

Prepared by:



ARTHUR CHAVEZ
Human Resources Manager

Approved by:



KARYN S. EZELL
Director of Human Resources

Concur:



STEVE MERMELL
Acting Director of Finance