

Agenda Report

DATE: June 5, 2006

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIREFIGHTERS MANAGEMENT ASSOCIATION FOR A FIVE-YEAR TERM FOR THE PERIOD APRIL 1, 2005 THROUGH MARCH 31, 2010

RECOMMENDATION

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Firefighters Management Association for a 5-year term for the period April 1, 2005 through March 31, 2010; and approve a journal voucher allocating funds from the General Fund Personnel Reserve to the FY 2006 Fire Department Operating Budget as may be necessary.

BACKGROUND

The City and representatives of Pasadena Firefighters Management Association negotiated in good faith and have reached tentative agreement on a successor Memorandum of Understanding. On May 23, 2006, the Pasadena Firefighters Management Association membership ratified the tentative agreement reached by the parties. Economic adjustments include the following:

- a) Salaries: Effective April 4, 2005, the salary control rates for all bargaining unit classifications shall be increased by 3.5%. Effective April 3, 2006, control rates shall be increased by 3%; effective April 2, 2007, control rates shall be increased by 3%; effective April 1, 2008, control rates shall be increased by 3%; and effective April 7, 2009, control rates shall be increased by 3%.

b) Bilingual Pay: Effective the beginning of the first pay period following approval of this MOU, establish bilingual pay of \$140 per month for qualified employees assigned to provide bilingual services on a regular and continuing basis.

c) Vacation: Effective calendar year 2006 and annually thereafter, provide that an employee may cash out unused vacation in an amount of up to 2/3 of the employee's annual allotment on an hour-for-hour basis, if the employee has used a minimum of 6 days of vacation that year. In addition, add clarifying language that while the annual vacation allotment is available for use as of January 1 of each year, vacation is accrued on a per pay period basis and if an employee leaves City service after using vacation time in advance of accrual, said employee would have to pay the City back for the hours used but not yet accrued.

d) 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; and provide that if an employee does not meet the goal in a specific category, the employee will not receive any payment based upon that category, but may still receive a payment based upon other categories in which the goals were met.

e) Severance Pay: Add provision to MOU stating that if any employee with at least one year of service is laid off, said employee shall receive 70% of one month's base salary for each year of service up to a maximum of 6 months. Severance shall be offset by any unemployment insurance compensation received. Severance shall be paid on a pay period basis and health benefit contributions shall continue during the term of severance payments. In the event of the death of an employee receiving severance payments, the employee obtaining a full-time job, or the return of such employee to City service, severance payments shall cease.

f) Holidays: Add provision to MOU stating that employees scheduled to work a 9/80 work schedule shall be allowed 9 hours for each holiday that falls on a 9 hour work day, and 8 hours for holidays that fall on a working Friday; employees scheduled to work a 4/10 schedule shall be allowed 10 hours for each holiday that falls on a 10 hour work day;

g) Bereavement Leave: Provide that employees assigned to 24-hour shifts may take up to 48 hours for bereavement leave.

h) Promotion: Provide that any employee promoting to the classification of Fire Battalion Chief/EMS Coordinator who possesses and maintains paramedic certification and works as a fully functional

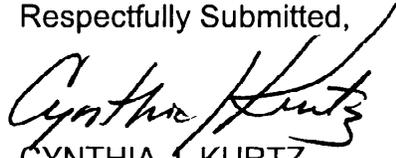
paramedic shall retain the paramedic premium pay he or she received prior to promotion.

FISCAL IMPACT

The FY 2006 fiscal impact of the implementation of this Memorandum of Understanding between the City of Pasadena and Pasadena Firefighters Management Association is estimated to be approximately \$81,568; and \$281,157 for the entire five year term of the contract, including salary and related benefit costs.

Funding for anticipated salary increases was included in the FY 2006 Fire Department Operating Budget and the General Fund Personnel Reserve; and sufficient funds have been included in the City Manager's Recommended FY 2007 Operating Budget.

Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

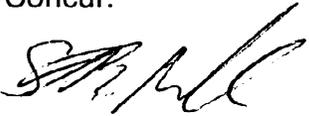
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Concur:


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