

Agenda Report

TO: City Council

DATE: April 13, 2009

FROM: City Manager

SUBJECT: APPROVAL OF AMENDMENTS TO THE MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIRE FIGHTERS ASSOCIATION AND THE CITY OF PASADENA AND THE PASADENA FIREFIGHTERS MANAGEMENT ASSOCIATION

RECOMMENDATION:

It is recommended that the City Council approve:

1. An Amendment to the Memorandum of Understanding between the City of Pasadena and the Pasadena Fire Fighters Association, and;
2. An Amendment to the Memorandum of Understanding between the City of Pasadena and the Pasadena Firefighters Management Association.

BACKGROUND:

As part of the strategy to address the structural imbalance in the operating budget, the unions and the unrepresented employees were asked to forgo salary increases in calendar year 2009. Staff acknowledges the membership of the Pasadena Fire Fighters Association and the Pasadena Firefighters Management Association for the leadership they have shown by their willingness in this regard. Staff believes that these employees exemplify the best of Pasadena.

The City and representatives of the Pasadena Fire Fighters Association have met and conferred in good faith and have reached agreement on an Amendment to the MOU, which provides for the following:

1. An extension of the term of the MOU for a period of one year, from August 26, 2009 through August 25, 2010.

2. No salary increase for the extended term of the MOU.
3. Agreement that for fiscal year 2010 a bargaining unit member currently assigned to fire inspection functions will be assigned to work in fire operations in order to reduce some of the overtime liability; and some of the inspection functions will be assigned to another qualified employee.

The City and representatives of the Pasadena Firefighters Management Association have met and conferred in good faith and have reached agreement on an Amendment to the MOU which provides for the following:

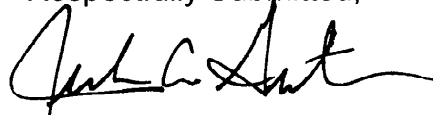
1. No salary increases for the remainder of the term of the MOU.

Staff recommends approval of these Amendments to the MOU's, which are consistent with direction received and the approach being taken to address the structural imbalance in the operating budget.

FISCAL IMPACT:

The fiscal impact of the implementation of these Amendments to the MOU's is estimated to be an annualized savings of approximately \$620,157, all of which is General Fund.

Respectfully Submitted,



Ex. MICHAEL J. BECK
City Manager

Prepared By:



ARTHUR CHAVEZ
Human Resources Manager

Approved By:



KARYN S. EZELL
Director of Human Resources