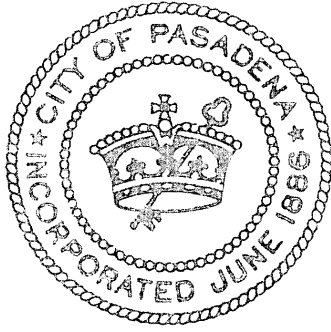




Agenda Report

DATE: April 25, 2011

TO: Honorable Mayor and City Council

FROM: City Manager

RE: APPROVAL OF AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA MANAGEMENT ASSOCIATION, FOR THE TERM APRIL 1, 2008 THROUGH MARCH 17, 2014

RECOMMENDATION:

It is recommended that the City Council approve an Amendment to the Memorandum of Understanding between the City of Pasadena and the Pasadena Management Association (PMA).

BACKGROUND:

The City and representatives of Pasadena 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. The City will return all PMA employees who were reduced in February 2010 back to their January 1, 2010 status.
2. PMA employees agree to forego the 4% pay increase scheduled for April 11, 2011.
3. Concurrent with the implementation of #1 above, PMA employees will pay an additional 1.7% in PERS cost sharing for the employee contribution currently paid by the City. January 1, 2012, PMA employees will pay an additional 1.7% in PERS cost sharing for the employee contribution currently paid by the City (thereby picking up the full 8% employee contribution to PERS); PMA employees will retain the employer paid and reported EPMC benefit pursuant to Government Code Section 20636 (c) (4).

4. PMA agrees to forego the \$300,000 equity money allotted for 2010, in the 2008 – 2012 MOU, and will retain up to \$300,000 of the equity money allotted for 2011;
5. Upon adoption by the City Council of this Agreement, PMA employees agree to elimination of the personal development allowance from the MOU.
6. The City and PMA agree to extend the MOU for a period of two years (3/18/12 – 3/17/14), with no (0%) pay increases during the remainder of the contract which has been extended to 3/17/14.
7. The City will not involuntarily reduce the work hours of any PMA employees through the end of the extended MOU (3/17/14).
8. All other terms and conditions in the 2008 - 2012 MOU shall remain in full force and effect except as otherwise provided herein.

COUNCIL POLICY CONSIDERATION:

The adoption of the Amendment to the Memorandum of Understanding between the City of Pasadena and the Pasadena Management Association supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

PMA and The City of Pasadena have an existing MOU contract for fiscal years 2011 and 2012 with a cost of \$3,398,118 not anticipated in the adopted budget. Adoption of the proposed amendments to the contract and extension of the contract term will reduce the impact by \$1,789,425 in fiscal year 2011. In fiscal year 2012, the fiscal impact is \$1,608,693, and for the remainder of the contract term the fiscal impact of the adoption of this contract is \$946,378.

Respectfully Submitted,



MARY ELLEN SCHUBEL
Interim Director
Department of Human Resources

Approved by:



Michael J. Beck
City Manager