

Agenda Report

DATE: June 20, 2011

TO: Honorable Mayor and City Council
FROM: Department of Human Resources
RE: APPROVAL OF AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND PASADENA FIRE MANAGEMENT ASSOCIATION, FOR THE TERM APRIL 1, 2011 THROUGH JUNE 30, 2012

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Fire Management Association (PFMA).

BACKGROUND:

The City and representatives of PFMA have met and conferred in good faith and have reached agreement on a successor MOU, which provides for the following:

1. Salaries: No salary increases are provided for the term of the MOU.
2. Salary Differential: Maintain an 18% salary differential between top step Captain and the minimum rate of the salary range for Battalion Chief.
3. Sick Leave: Effective January 1, 2012, or as soon as administratively possible thereafter, sick leave hours will be accrued on a pay period basis. Increase the number of sick leave hours that may be accumulated from 960 hours to 2080 hours. Include a cap on the number of unused hours that may be converted to PERS retirement service credit at 1200 hours.
4. Vacation: Effective January 1, 2012, or as soon as administratively possible thereafter, vacation hours will be accrued on a pay period basis. Allow employees to cash out up to one half of their vacation allotment on an annual basis.

5. Health Insurance: Effective January 1, 2012, eliminate escalator clause and freeze City's contribution for No Insurance and Single coverage at 2011 contribution rate. City's contribution for two-party coverage and full family coverage will remain at 2011 contribution rate until the premium of the least expensive two-party plan and full family plan offered to all employees exceeds the sum of the City's contribution and the PERS mandated contribution to health insurance. Then, the City will contribute an amount that, when combined with the PERS mandated contribution, will cover the cost of the least expensive two-party and full family plan offered to all employees.
6. Gainsharing: Upon adoption of this agreement by Council, pay out any money owed for the 2010-2011 Gainshare period. Effective January 1, 2012, pay to each employee that is a bargaining unit member at the time this MOU is approved by Council \$1000 for deleting the program from the MOU.
7. Urban Search and Rescue: Delete this provision from the MOU.
8. California Incident Command Certification: The City will provide to employees of this bargaining unit, upon completion of the Strike Team Leader (300 Level), a one time bonus of \$1450.
9. Uniform: The City will report a uniform value of \$750 per year to PERS for compensation purposes.
10. Paramedic Bonus: Effective the first pay period of July 2011, reduce the paramedic bonus for the Battalion Chief (EMS Coordinator) from EMT-D bonus plus \$900 per month to EMT-D bonus plus \$150 per month.

COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

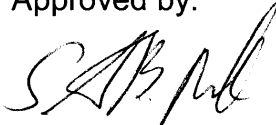
The fiscal impact of the adoption of the proposed contract for fiscal year 2011 will be \$2,900. In fiscal year 2012, adoption of this contract will reduce fiscal impact on the General Fund by \$18,717 and by \$22,717 on an ongoing basis.

Respectfully Submitted,



MARY ELLEN SCHUBEL
Interim Director
Department of Human Resources

Approved by:



For Michael J. Beck
City Manager