

Agenda Report

September 21, 2015

TO: Honorable Mayor and City Council

FROM: Department of Human Resources

SUBJECT: APPROVAL OF A SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF PASADENA AND PASADENA FIREFIGHTERS ASSOCIATION, LOCAL 809 REGARDING ASSIGNMENT PAY

RECOMMENDATION:

It is recommended that City Council approve a side letter of agreement between the City of Pasadena (City) and Pasadena Firefighters Association (PFFA) regarding assignment pay.

BACKGROUND:

The Memorandum of Understanding (MOU) between the City and PFFA is effective through June 30, 2017. The City provides a 10% assignment pay to unit members who work in an administrative function. The language in the current MOU describes this as a Fire and Environmental Safety Bonus which misrepresents the true nature of the pay. In its current format, this description does not comply with the CalPERS regulations for special compensation. To correct this, the parties have met and conferred and have agreed to the side letter included with this report.

The side letter modifies the existing MOU and more accurately describes our actual practice which is to provide unit members who are routinely and consistently assigned to perform administrative work on a 40-hour work schedule, instead of the 56-hour schedule worked by fire suppression, a Fire Staff premium of 10% of base pay.

The side letter of agreement presented for City Council approval has been ratified by the members of PFFA.

COUNCIL POLICY CONSIDERATION:

The approval of staff's recommendation for approval of the side letter agreement with PFFA supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

There is no fiscal impact with the approval of the side letter as unit members are currently receiving this pay and the side letter is an administrative clean-up item.

Respectfully submitted:



KRISTI RECCHIA
Director of Human Resources

Approved by:



for MICHAEL J. BECK
City Manager

Attachment:

1. City of Pasadena and Pasadena Firefighters Association Side Letter of Agreement



SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF PASADENA

AND

PASADENA FIREFIGHTERS ASSOCIATION (PFFA), LOCAL 809

This side letter amends the current PFFA MOU which has a term of July 1, 2013 – June 30, 2017.

The Pasadena Fire Department offers additional compensation in the amount of 10% of base salary to PFFA members assigned to a 40-hour work schedule and who perform administrative work. The parties agree that the purpose of this additional compensation is to provide compensation to bargaining unit members who work in administrative assignments in critical areas such as fire and environmental safety, training and arson investigation.

The parties have agreed to amend the current PFFA MOU to best describe the purpose for the additional compensation as follows:

SECTION B. IV – ASSIGNMENT PAY:

A. Fire Staff Premium ~~Fire and Environmental Safety Bonus~~

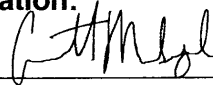
- ~~1. Unit members who are routinely and consistently assigned to perform administrative work on a 40-hour work schedule instead of the 56-hour schedule worked by fire suppression personnel will receive a Fire Staff Premium in the amount of 10% of base pay. The City will provide a graduated bonus pay for 40-hour employees regularly assigned to perform fire and environmental safety division functions and other specialized duties. The bonus pay schedule shall be applied at the discretion of the Fire Chief or his/her designated representative.~~
2. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571 (a)(4) Special Assignment Pay – Fire Staff Premium as special compensation. ~~The bonus pay schedule shall be 10% of base salary.~~

For The City Of Pasadena:


Michael J. Beck, City Manager

Kristi Recchia, Director of
Human Resources

**For The Pasadena Firefighters
Association:**



Garrett Madrigal, PFFA President



John Scott, PFFA Board Member



Scott Austin, PFFA Secretary /Treasurer