

**SIDE LETTER OF AGREEMENT**

**BETWEEN**

**CITY OF PASADENA**

**AND**

**PASADENA FIRE MANAGEMENT ASSOCIATION**

This Side Letter of Agreement ("Agreement") between the City of Pasadena ("City") and the Pasadena Fire Management Association ("PFMA") (collectively "Parties") is entered into with respect to the following:

The Memorandum of Understanding between the City of Pasadena and the Pasadena Fire Management Association dated December 9, 2013 to June 30, 2016 ("MOU") expired on June 30, 2016. The Parties are currently maintaining the status quo on items of the MOU involving wages, hours, benefits, and other working conditions.

On July 1, 2016, the Pasadena Fire Captains received a scheduled salary increase, which required that the minimum rate of the salary range for Fire Battalion Chief be raised in order to remain eighteen percent (18%) above top step of Fire Captain pursuant to Article 10.B of the MOU.

The Parties agree that the maximum rate of the Fire Battalion Chief shall also be raised as this will ensure the percentage difference between the minimum and maximum rates in the Fire Battalion Chief range remain compliant with Article 10.C of the MOU. Each Battalion Chief will be placed at the rate in the proposed salary range that corresponds to their placement in the existing salary range.

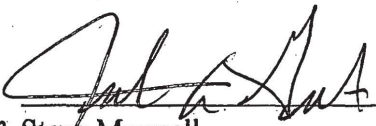
Effective July 1, 2016, the annual salary range for Battalion Chief shall be as follows:

\$144,109 - \$160,121

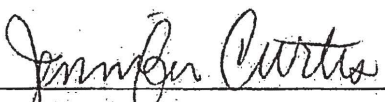
This Agreement shall continue until terminated by either party, at the sole discretion of either party, with at least seven calendar days written notice, or at the time a successor MOU is adopted, whichever is earliest.

[SIGNATURES ON NEXT PAGE]

**FOR THE CITY OF PASADENA**

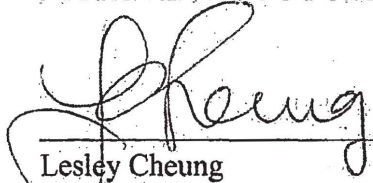
  
\_\_\_\_\_  
CM Steve Mermell  
City Manager

10/19/16  
\_\_\_\_\_  
Date

  
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Jennifer Curtis  
Director of Human Resources

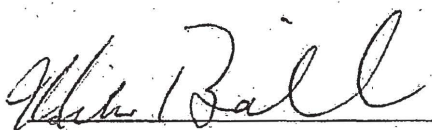
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**APPROVED AS TO FORM:**

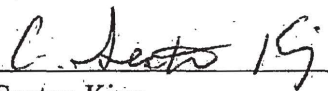
  
\_\_\_\_\_  
Lesley Cheung  
Deputy City Attorney

10-19-16  
\_\_\_\_\_  
Date

**FOR THE PASADENA FIRE MANAGEMENT ASSOCIATION**

  
\_\_\_\_\_  
Mike Barilla  
PFMA Board Member

10/19/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Seaton King  
PFMA Board Member

10/19/2016  
\_\_\_\_\_  
Date

**APPROVED AS TO FORM**

\_\_\_\_\_  
Michael Posner  
Negotiator

\_\_\_\_\_  
Date