

Agenda Report

October 24, 2016

TO: Honorable Mayor and City Council
FROM: Human Resources Department
SUBJECT: APPROVAL OF A SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF PASADENA AND THE PASADENA FIRE MANAGEMENT ASSOCIATION

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review; and
2. Approve a side letter of agreement between the City of Pasadena and the Pasadena Fire Management Association.

BACKGROUND:

The Pasadena Fire Management Association (PFMA) represents the Battalion Chiefs of the Pasadena Fire Department. Battalion Chiefs operate at the division head level and are responsible for the administration of a variety of departmental programs and operations, including fire suppression, training, fire and environmental safety, and emergency medical services. Contract negotiations between the City and PFMA for a successor to the 2013 – 2016 Memorandum of Understanding (MOU) which expired on June 30, 2016 are currently in progress. The terms and conditions of the 2013 - 2016 MOU will remain in effect throughout the negotiations process and until a successor MOU is approved by the City Council.

Article 10.B of the PFMA MOU states that the minimum rate of the salary range for Battalion Chief shall be at least 18% above the maximum rate of Fire Captain. On July 1, 2016, Fire Captains received a 2.5% salary increase, and the minimum rate of the

salary range for Battalion Chief was increased in order to maintain the 18% salary differential. Although the adjustment to the minimum of the salary range addressed the issue of compaction between Captain and Battalion Chief, it created compression within the Battalion Chief salary range.

A separate article of the PFMA MOU, Article 10.C, establishes the minimum rate of Battalion Chief at 90% of the control rate, and Article 10.D states that maximum salary may never exceed the published salary range. As a result, staff recommends approval of a side letter of agreement with the PFMA that establishes a new Battalion Chief salary range as illustrated below.

Classification	Minimum	Maximum
Fire Battalion Chief	\$144,109	\$160,121

The new minimum salary will be 18% above the top step annual rate for Fire Captain (\$122,126) and is equivalent to 90% of the new maximum salary of \$160,121. Four Battalion Chiefs will be placed at the rate in the proposed salary range that corresponds to their placement in the existing salary range. Staff further recommends that the increase be made effective as of July 1, 2016 to coincide with timing of the increase for Fire Captains.

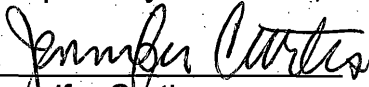
COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

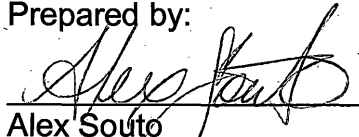
The fully burdened fiscal impact of the recommended salary range increase is approximately \$26,500 per year, 100% of which will impact the General Fund. The cost will be absorbed into the Fire Department's FY 2017 Operating Budget.

Respectfully Submitted,



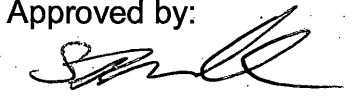
Jennifer Curtis
Director of Human Resources

Prepared by:



Alex Souto
Principal Human Resources Analyst

Approved by:



Steve Mermell
City Manager

Attachments:

1. Side Letter of Agreement between the City of Pasadena and the Pasadena Fire Management Association