

# Agenda Report

July 20, 2020

**TO:** Honorable Mayor and City Council

**FROM:** Human Resources Department

**SUBJECT:** ADOPTION OF A SIDE LETTER OF AGREEMENT TO EXTEND THE JULY 1, 2017 TO JUNE 30, 2020 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIRE FIGHTERS ASSOCIATION, LOCAL 809

## **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.
2. Adopt a Side Letter of Agreement to extend the July 1, 2017 to June 30, 2020 Memorandum of Understanding (MOU) between the City of Pasadena and the Pasadena Fire Fighters Association (PFFA) by three months to September 30, 2020.

## **BACKGROUND:**

The Pasadena Fire Fighters Association represents 135 full-time employees in the Pasadena Fire Department. The existing three-year memorandum of understanding between the City and the PFFA expired on June 30, 2020. Negotiations for a successor contract with the PFFA began on February 5, 2020, and in March 2020 due to the immediate and significant impact the COVID-19 pandemic was projected to have on the City's budget along with the ongoing uncertainty including long-term impact, the City met with PFFA as it was not able to offer future financial enhancements. The parties continued to communicate over the next three months primarily to discuss non-economic items and agreed to extend the existing contract and memorialize changes in a Side Letter of Agreement. The parties agreed to resume negotiations for a successor contract toward the end of the extension period.

The City and the PFFA agree to the following in the Side Letter of Agreement:

1. Extend the term and provisions of the current PFFA MOU in Section 1.III by three months from July 1, 2020 to September 30, 2020. By mutual agreement, the parties may re-open MOU negotiations sooner than September 30, 2020.
2. Effective the pay period that includes July 1, 2020, base pay for employees only in the classification of Firefighter Paramedic (56-hour) will be increased by \$100 per month for the following reasons:
  - Market Placement: Pasadena's paramedic pay for Firefighters ranked tenth out of eleven in a survey of benchmark agencies.
  - The ongoing need to attract and retain Paramedics, which are in high demand throughout our region, and to increase staffing levels at the Firefighter Paramedic rank thereby reducing forced overtime. Of the 46 budgeted Firefighter Paramedic positions, approximately 23% have been vacant since FY19 due to challenges recruiting and hiring qualified candidates.
  - The important community and front line role Paramedics are serving at this time responding to the COVID-19 pandemic.
3. Effective with vacation bidding for calendar year 2021, the vacation bid process will be modified as follows: In order for a member to secure approved time off on the fourth Thursday in November (Thanksgiving), December 24 (Christmas Eve), and/or December 25 (Christmas) another member within the same rank must volunteer to work the shift. If another member of the same rank does not volunteer to work the shift, the request for approved time off will be denied and the member will be responsible to work the shift as scheduled.

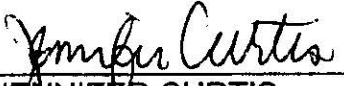
**COUNCIL POLICY CONSIDERATION:**

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


**FISCAL IMPACT:**

The fully burdened fiscal impact of this side letter agreement has an estimated annual cost of \$114,000 and will be covered by sufficient appropriations in the FY 2021 Operating Budget, which factored in growth for salary and benefit increases.

Respectfully Submitted,

  
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JENNIFER CURTIS  
Director of Human Resources

Prepared by:

  
\_\_\_\_\_  
Michael Paliwoda  
Senior Human Resources Analyst

Approved by:

  
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STEVE MERMELL  
City Manager

Attachment: City of Pasadena and PFFA Side Letter of Agreement