

Agenda Report

June 7, 2021

TO: Honorable Mayor and City Council
FROM: Human Resources Department
SUBJECT: APPROVAL OF A SIDE LETTER OF AGREEMENT WITH THE PASADENA FIRE FIGHTERS ASSOCIATION (PFFA)

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 Fighters Association (PFFA) reducing the probationary period for the classifications of Fire Fighter and Fire Fighter Paramedic from 18 months to 12 months.

BACKGROUND:

The Pasadena Fire Fighters Association represents 161 full-time employees in the Fire Department. The Memorandum of Understanding between the City and the PFFA requires an eighteen-month probationary period, which follows successful completion of a 21-week Fire Recruit Academy. On May 19, 2021, the parties met and mutually agreed to reduce the probationary period for the classifications of Fire Fighter and Fire Fighter Paramedic from 18 months to 12 months. The proposed change is expected to assist with the recruitment and retention of new Fire Fighters by aligning the probationary period with that of comparable agencies in the labor market. Furthermore, the 21-week Fire Recruit Academy followed by a 12-month probationary period will provide the Department with sufficient time to assess job performance and determine whether the employee has demonstrated the requisite job skills necessary to pass probation.

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

1. Reduce the initial probationary period for the classifications of Fire Fighter and Fire Fighter Paramedic from 18 months to 12 months.

COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

There is no expected fiscal impact as a result of approving this Side Letter of Agreement.

Respectfully Submitted,



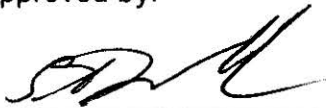
JENNIFER CURTIS
Director of Human Resources

Prepared by:



MICHAEL PALIWODA
Senior Human Resources Analyst

Approved by:



STEVE MERMELL
City Manager

Attachments:

- 1) City of Pasadena and PFFA Side Letter of Agreement