

Agenda Report

November 8, 2021

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA FIREFIGHTERS 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. Approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Firefighters Association, Local 809.

BACKGROUND:

The Pasadena Firefighters Association represents 153 full-time employees in the classifications of Firefighter, Fire Engineer, and Fire Captain engaged in fire suppression, search and rescue, and emergency service delivery. The most recent Memorandum of Understanding between the City and the PFFA expired on September 30, 2021. Negotiations for a successor MOU began on July 21, 2021, and the parties reached a tentative agreement on October 26, 2021.

A comprehensive labor market analysis conducted by Human Resources staff in July 2021 revealed that total compensation for PFFA classifications ranked in the mid to lower half of the labor market. The salary increases included in this tentative agreement are designed to better align compensation with the labor market in order to support the City's ability to recruit new personnel in a highly competitive market and to enhance its

ability to retain the dedicated and skilled sworn fire personnel of the Pasadena Fire Department.

The following is a summary overview of the key contract modifications:

1. **Salary Increases:** Effective November 8, 2021 base pay for all classifications will be increased by 2.25%
2. **Additional Compensation for Paramedics:**
 - a. **Firefighter Paramedic** – Compensation will be increased by \$50 per month
 - b. **Fire Engineer Paramedic and Fire Captain Paramedic** – Compensation will be increased by \$150 per month
3. **40-hour Paramedic Classifications:** The City will establish the 40-hour classifications of Firefighter Paramedic, Fire Engineer Paramedic, and Fire Captain Paramedic. Compensation for each classification will be established at 2.5% above that of the corresponding 40-hour non-Paramedic classification.
4. **Education Incentive Pay:**
 - a. **Associate's Degree:** Increase to \$225 per month. Currently \$200 per month.
 - b. **Bachelor's Degree:** Increase to \$425 per month. Currently \$350 per month.
5. **Uniform Allowance:** Increase to \$750 annually reported to CalPERS annually as special compensation. Currently \$500 annually.
6. **Temporary Upgrade Pay:** Increase to \$2.00 per hour when an employee assumes duties of a higher level classification. Currently \$0.70 - \$0.80 per hour depending on rank.
7. **Movie Detail Rate:** Increase to \$95 per hour. Currently \$63 per hour.
8. **Lateral Incentive Pay:** Lateral Firefighter Paramedics recruits who are hired by the City on January 1, 2022 or after will receive a lump sum payment of \$2,500 upon successful completion of one month of work as a Pasadena Firefighter Paramedic, \$2,500 upon the successful completion of six months of work as a Pasadena Firefighter Paramedic and \$3,000 upon the successful completion of the probationary period.

9. Station Bids: The City agrees to establish a joint labor-management committee to identify procedures of the bid system and implement a pilot program with an effective date to be determined.

10. This agreement addresses a number of non-economic language cleanup items.

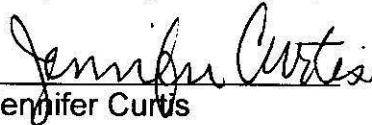
COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

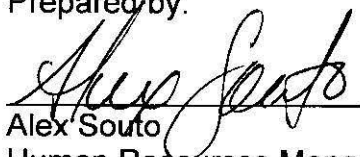
The fiscal impact of the proposed agreement is approximately \$1.3 million dollars annually. For FY 2022, the pro-rated cost of the agreement is approximately \$800,000. The Fire Department will continue to manage and track its expenditures in the current fiscal year; however, in the event the financial forecast demonstrates that the Department's FY 2022 Operating Budget cannot fully absorb the pro-rated cost, the Department will return to City Council to request a budget amendment.

Respectfully Submitted,



Jennifer Curtis
Director of Human Resources

Prepared by:



Alex Souto
Human Resources Manager

Approved by:



Steve Mermell
City Manager

Attachment:

October 1, 2021 – January 31, 2023 PFFA Memorandum of Understanding