

# Agenda Report

January 10, 2022

**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 MANAGEMENT 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; and
2. Approve a Memorandum of Understanding between the City of Pasadena and the Pasadena Firefighters Management Association.

## **BACKGROUND:**

The Pasadena Firefighters Management Association (PFMA) represents 6 full-time employees in the classification of Fire Battalion Chief. Battalion Chiefs possess division manager responsibilities in the administration of various Pasadena Fire Department operations, including but not limited to fire suppression, emergency medical services, fire and environmental safety, disaster preparedness, professional standards, and training.

The most recent Memorandum of Understanding (MOU) between the City and the PFMA expired on September 30, 2021. Negotiations for a successor MOU began on August 11, 2021, and the parties reached a tentative agreement on a 16-month successor MOU on December 9, 2021.

The salary increases included in this tentative agreement are designed to preserve appropriate salary differentials between the rank of Battalion Chief and its subordinate ranks and to maintain equity with the labor market in order to support the Pasadena Fire

Department's ability to retain and encourage its highly skilled and dedicated personnel to pursue career growth within the Department.

Unless indicated otherwise below, contract changes will have an effective date of December 6, 2021. The following is a summary overview of the key contract modifications.

1. Term: October 1, 2021 – January 31, 2023
2. Salary Increases:
  - a. Effective November 8, 2021 base pay will be increased by 2.25%. This increase is designed to maintain the 18% salary differential between the classifications of Battalion Chief and Fire Captain which is established in the existing PFMA MOU.
  - b. Effective December 6, 2021, the salary differential between the classifications of Battalion Chief and Fire Captain will be increased to 19%. Base pay for the classification of Battalion Chief will be increased by 1%.
3. Emergency Medical Services Coordinator Premium Pay: Increase to \$400 per month (from \$250 per month).
4. Sick Leave Accrual: Increase to 144 hours annually (from 120 hours annually).
5. Movie Detail Rate: Increase to \$95 per hour (from \$63 per hour).
6. Tuition Reimbursement: Increase to \$2,000 annually (from \$1,000 annually)
7. This agreement addresses a number of non-economic language cleanup items related to items such as health benefits, paramedic certifications, and strike team assignments.

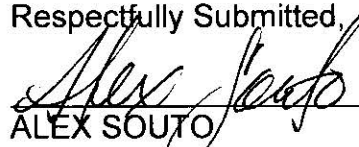
**COUNCIL POLICY CONSIDERATION:**

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 fully burdened fiscal impact of this agreement is approximately \$84,000 annually. The FY 2022 Operating Budget includes funding for anticipated increases. The pro-rated FY 2022 cost of the proposed agreement is approximately \$50,000 which is expected to be absorbed in the Fire Department's FY 2022 Operating Budget.

Respectfully Submitted,



ALEX SOUTO  
Acting Director of Human Resources

Approved by:

  
CYNTHIA J. KURTZ  
Interim City Manager

Attachment:

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