

Agenda Report

June 20, 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 MANAGEMENT ASSOCIATION FOR THE TERM OF OCTOBER 1, 2021 - JUNE 30, 2023

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action herein is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) (Common Sense Exemption); and
2. Approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Management Association (PMA) for the term of October 1, 2021 through June 30, 2023.

BACKGROUND:

The Pasadena Management Association represents approximately 450 employees in a variety of professional and supervisory classifications in all departments throughout the City. The existing MOU between the City and the PMA expired on September 30, 2021. Negotiations for a successor MOU began on August 24, 2021. The parties engaged in the labor negotiations process over the subsequent nine months until reaching a tentative agreement, subject to City Council approval, on May 25, 2022. PMA's membership ratified the tentative agreement during the week of June 13, 2022

The following is a summary overview of key contract modifications:

1. Salary Increases:

- a. Effective upon Council approval of a new MOU, base pay for all classifications will increase by 2.75%.

- b. Effective the pay period that includes September 1, 2022, base pay for all classifications will increase by 2.75%.
2. Compensation Studies: The parties will establish a targeted study of select classifications within the PMA bargaining unit over the term of the contract. The City will share the results with the PMA and meet and confer regarding whether salary adjustments are warranted by the study and if so, the amount of the salary adjustments.
3. This agreement includes additional non-economic language changes and cleanup items.

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 this agreement is approximately \$3.4 million dollars over the term of the contract, with annual ongoing costs of approximately \$3.8 million following expiration of the contract. The FY 2023 Operating Budget includes funding in anticipation of negotiated salary increases. However, in the event that appropriations in the FY 2023 Operating Budget are insufficient, additional appropriations will be requested through the budget clean-up process.

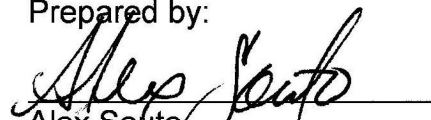
Respectfully Submitted,



TIFFANY JACOBS-QUINN

Acting Director of Human Resources

Prepared by:



Alex Souto
Human Resources Manager

Approved by:



CYNTHIA J. KURTZ
Interim City Manager

Attachment:

1. Pasadena Management Association Memorandum of Understanding -
October 1, 2021 – June 30, 2023.