

Agenda Report

November 14, 2022

TO: Honorable Mayor and City Council

FROM: Human Resources Department

**SUBJECT: APPROVAL OF PASADENA FIRE MANAGEMENT ASSOCIATION
SALARY SCHEDULE**

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 salary schedule for Pasadena and the Pasadena Fire Management Association effective December 19, 2022.

BACKGROUND:

The Pasadena Fire Management Association (PFMA) represents the Battalion Chiefs of the Pasadena Fire Department. Battalion Chiefs operate at the division head level and are responsible for the administration of a variety of departmental programs and operations, including fire suppression, training, fire and environmental safety, and emergency medical services.

Article 10.B of the existing PFMA Memorandum of Understanding (MOU) states that the minimum rate of the salary range for Battalion Chief shall be at least 19% above the maximum rate of Fire Captain, a classification represented by the Pasadena Firefighters Association (PFFA). On October 10, 2022, the City Council approved a new MOU with the PFFA that provides for a 4.5% base pay increase effective December 19, 2022. Pursuant to that agreement, the classification of Battalion Chief must receive a corresponding increase in order to maintain the contractual minimum salary differential of 19% established in the PFMA MOU.

Staff recommends that the minimum rate of the salary range for Battalion Chief increase effective December 19, 2022. Approval of this recommendation will eliminate the need to process retroactive payments in the future and ensure compliance with CalPERS regulations regarding governing body approval of public employee pay schedules.

As illustrated in the table below, the new annual minimum salary of \$179,106 will be 19% above the top step annual rate for Fire Captain (\$150,509) and is equivalent to 90% of the new maximum salary of \$199,007.

Classification	Minimum	Maximum
Fire Battalion Chief	\$179,106	\$199,007

Incumbent Battalion Chiefs will be placed at the rate in the new salary range that corresponds to their placement in the existing salary range.

Contract negotiations between the City and PFMA for a successor to the existing MOU which expires on January 31, 2023 are currently in progress. Staff anticipates presenting a new MOU to the Council for approval in the coming months. The terms and conditions of the current MOU will remain in effect throughout the negotiations process and until a successor MOU is approved by the City Council.


COUNCIL POLICY CONSIDERATION:

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

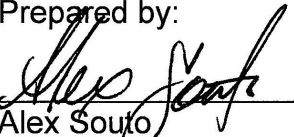
FISCAL IMPACT:

The fully burdened fiscal impact of the recommended salary range increase is approximately \$120,000 per year, 100% of which will impact the General Fund. The FY 2023 cost is approximately \$60,000 and will be absorbed into the Fire Department's FY 2023 Operating Budget.

Respectfully Submitted,


TIFFANY JACOBS-QUINN
Acting Director of Human Resources

Prepared by:


Alex Souto
Human Resources Manager

Approved by:


MIGUEL MÁRQUEZ
City Manager

Attachments: (1)

December 19, 2022 Pasadena Fire Management Association Salary Schedule