

Agenda Report

October 17, 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 ASSOCIATION, LOCAL 809 FOR THE TERM OF JANUARY 1, 2023 - DECEMBER 31, 2026

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 Firefighters Association (PFFA), Local 809 for the term of January 1, 2023 through December 31, 2026.

BACKGROUND:

The Pasadena Firefighters Association represents 155 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 current Memorandum of Understanding between the City and the PFFA will expire on January 31, 2023. Negotiations for a successor MOU began on September 8, 2022. The parties reached a tentative agreement on term and base salary increases during the week of October 10, 2022 with the understanding that negotiations on contract provisions unrelated to base wage increases and contract term will continue until such time as the parties have reached agreement on these matters.

A comprehensive labor market analysis conducted by Human Resources staff in September 2022 revealed that total compensation for PFFA classifications currently

ranks in the middle half of the labor market, with the majority of the City's comparator agencies out of contract and expected to provide negotiated increases to their Firefighter bargaining units in the near future.

The proposed 48-month agreement provides for cumulative base pay increases of 15.0% for each rank over the term of the contract. These increases are designed to establish equity with similarly situated sworn bargaining groups in the City and to recognize the dedicated efforts of the members of the PFFA throughout the COVID-19 pandemic. The salary increases included in this tentative agreement will better align compensation with the labor market in a competitive manner in order to support the Pasadena Fire Department's ability to recruit new personnel and to enhance the Department's ability to retain its dedicated and skilled sworn fire personnel.

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

1. Term: January 1, 2023 – December 31, 2026
 - a. This contract term will be implemented by ending the current MOU one month in advance of its currently scheduled January 31, 2023 expiration date.

2. Salary Increases:
 - a. Effective the pay period that includes January 1, 2023: 4.5%
 - b. Effective the pay period that includes January 1, 2024: 4.5%
 - c. Effective the pay period that includes January 1, 2025: 4.0%
 - d. Effective the pay period that includes January 1, 2026: 2.0%

3. Supplemental economic enhancements and non-economic contract modifications: Agreements on supplemental economic enhancements and non-economic contract modifications will be presented to the City Council for approval via MOU amendment following the conclusion of negotiations on these items.

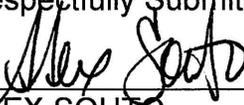
COUNCIL POLICY CONSIDERATION:

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 fully burdened fiscal impact of the proposed 48-month agreement is approximately \$17.6 million over the term of the contract, with ongoing expenses of approximately \$6.5 million dollars annually following expiration of the contract. The pro-rated FY 2023 cost of the agreement is approximately \$900,000. The Fire Department's FY 23 Operating Budget includes additional funding in anticipation of negotiated wage increases. However, staff will monitor personnel expenses and request a supplemental appropriation during the fiscal year if necessary.

Respectfully Submitted,



ALEX SOUTO

Acting Human Resources Director

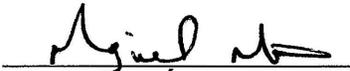
Prepared by:



MICHAEL PALIWODA

Principal Human Resources Analyst

Approved by:



MIGUEL MÁRQUEZ

City Manager

Attachments: Pasadena Firefighters Association Memorandum of Understanding –
January 1, 2023 – December 31, 2026