

Agenda Report

January 9, 2023

TO: Honorable Mayor and City Council

FROM: Human Resources Department

**SUBJECT: APPROVAL OF AMENDED MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF PASADENA AND THE PASADENA
FIREFIGHTERS ASSOCIATION 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 an Amended Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Firefighters Association (PFFA), 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.

On October 17, 2022, the City Council approved the existing 4-year MOU between the City and PFFA which took effect on January 1, 2023 and will expire on December 31, 2026. As part of that agreement, the City and PFFA agreed to terms on base wage increases and contract duration only, with the mutual understanding that negotiations on supplemental contractual modifications and enhancements would continue until such time as the parties reached agreement on those matters. Throughout the negotiations process, the shared interest of the City and PFFA has been to negotiate a fair, reasonable, and fiscally sustainable contract that recognizes the dedicated efforts of the

Pasadena Fire Department's highly skilled personnel, encourages retention in an increasingly competitive labor market, and makes the City of Pasadena an employer of choice for individuals seeking to enter or continue a career in the fire service. On November 28, 2022, the City and PFFA reached a tentative agreement on supplemental contractual modifications and enhancements that staff believes will meet those objectives.

The following is a summary overview of the key new provisions included in this contract amendment. Unless otherwise noted below, all changes will take effect January 2, 2023.

1. Vacation Accrual:

- a. The vacation accrual structure will be modified by collapsing the accrual table from 12 tiers to 2 tiers. These changes will support employee wellness and retention by bringing PFFA's vacation accruals from the middle to the top tier of the labor market.

i. Tier 1 – Hire date through 8 years of service:

- 192 hours annually for shift employees (from a current range of 72 to 180 hours annually, depending on years of service)
- 128 hours annually for non-shift employees (from a current range of 48 to 120 hours annually, depending on years of service)

ii. Tier 2 - 9+ years of service:

- 288 hours annually for shift employees (from a current range of 192 to 264 hours annually, depending on years of service)
- 192 hours annually for non-shift employees (from a current range of 128 to 176 hours annually, depending on years of service)

- b. Effective the pay period that includes January 1, 2025, vacation accrual will be increased by 24 hours annually for shift employees and 16 hours annually for non-shift employees.

2. Retiree Health Contribution: Effective the pay period that includes January 1, 2025, the City's post-retirement medical trust contribution on behalf of bargaining unit members who are "new members" of CalPERS as defined in the Public

Employees Pension Reform Act of 2013 will be increased to 4.0% of base pay (from 3% of base pay).

3. Urban Search and Rescue:

- a. Bargaining unit members who have completed the core USAR courses and are assigned to the USAR team will receive a USAR premium pay in the amount of \$150 per month. This is a new level of USAR premium pay.
 - b. Bargaining unit members who have completed the core USAR courses, possess a valid commercial driver's license, and are assigned to the USAR team will continue to receive USAR premium pay in the amount of \$225 per month.
4. Acting Assignment Pay: Bargaining unit members assigned on a temporary basis to fulfill the duties of a Battalion Chief will receive an acting pay premium in the amount of 10% of base pay.
5. Non-economic language changes: This agreement includes non-economic changes to language related to health benefits, salary surveys, special assignments, vacation usage, work schedules, uniforms, and station expenses.

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.

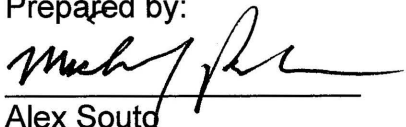
FISCAL IMPACT:

The fully burdened fiscal impact of the proposed contract is approximately \$2.6 million over the term of the contract, with ongoing expenses of approximately \$800,000 annually following expiration of the contract, 100% of which will impact the General Fund. The pro-rated FY 2023 cost of the agreement is approximately \$250,000. The Fire Department's FY 2023 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,


TIFFANY JACOBS-QUINN
Acting Human Resources Director

Prepared by:


for Alex Souto
Human Resources Manager

Approved by:


MIGUEL MÁRQUEZ
City Manager

Attachments (1):

Pasadena Firefighters Association Memorandum of Understanding – January 1, 2023 –
December 31, 2026 (Amended)