

Agenda Report

TO: City Council DATE: March 30, 1998

FROM: Acting City Manager

SUBJECT: Tentative Agreement between City of Pasadena and Pasadena Firefighters Management Association (PFMA) for the term April 1, 1997 through March 31, 1999.

RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PFMA for the period April 1, 1997 through March 31, 1999; and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves.

BACKGROUND:

Representatives of the City and PFMA have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period April 1, 1997 through March 31, 1999.

Salaries for PFMA employees are tied directly to the salaries for employees represented by Pasadena Firefighters Association, Local 809. As such, there will be no across-the-board salary adjustments for PFMA employees at this time. Should the City and Local 809 subsequently agree to salary adjustments, salaries for PFMA employees will be adjusted accordingly. The current MOU for Local 809 expires on August 17, 1998, and it is anticipated that negotiations on a successor agreement will commence in June of 1998.

Economic adjustments include the following:

1. EMT-D Bonus - Effective April 1, 1997, employees possessing EMT-D certification shall receive an additional 4% to base pay;
2. Personal Development Allowance - Effective July 1, 1998, \$750 a year for Fire Battalion Chiefs, and \$500 a year for Fire Captain II's;

3. Re-opener on Economic Issues - If Pasadena Firefighters Association, Local 809, agrees to economic benefits (other than base salary) beyond what PFMA has agreed to in this MOU, PFMA reserves the right to re-open negotiations on those specific economic benefits;
4. Voluntary Employees Beneficiary Association (VEBA) - During the term of the MOU, the parties will re-open negotiations on establishing a VEBA for bargaining unit members. If adopted, a VEBA would serve as an alternative to the City's existing life insurance coverage.

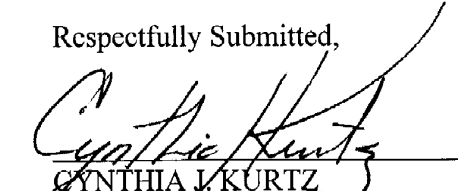
This tentative agreement was submitted to the PFMA membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The cost of a 4% increase for EMT-D certification for 16 PFMA employees in Fiscal Year 1998 is estimated at \$63,376. Funds have been budgeted in the Personnel Services Reserve to cover the costs for Fiscal Year 1998.

The annual cost of the Personal Development Allowance will be \$9,500.

Respectfully Submitted,




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Prepared by:



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