

# Agenda Report

DATE: January 25, 1999

TO: City Council

FROM: City Manager

SUBJECT: Tentative Agreement between City of Pasadena and Pasadena Fire Fighters Association (PFFA) for the term August 8, 1998 through August 16, 1999.

## RECOMMENDATION

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PFFA for the period August 8, 1998 through August 16, 1999 and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves to the Fire Department budget to cover the projected personnel costs.

## BACKGROUND

Representatives of the City and PFFA have concluded the meet and confer process and have reached a tentative agreement on a successor MOU for the period August 8, 1998 through August 16, 1999.

The substantive negotiated terms are as follows:

1. In accordance with the MOU terms defining the 75<sup>th</sup> percentile determination, effective October 12, 1998, the control rates for the respective classifications will be increased as follows:

Fire Fighters	4.5%
Fire Engineers	7.2%
Fire Captains	4.4%

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2. Special Assignment Pay (Fire and Environmental Control) - The bonus pay for 40-hour employees regularly assigned to perform fire and environmental control functions exceeding 24 months will increase to \$450 per month.
3. Vacation Cashout - A shift employee with an accrued balance of at least seventy-two (72) hours, who has taken a minimum of seventy-two (72) hours of vacation during a payroll year, may be allowed to receive cash in lieu of up to seventy-two (72) hours of accrued vacation.
4. Mileage Reimbursement - The City will provide reimbursement to employees for use of his/her personal vehicle for authorized work related travel, equal to the rate allowed for tax deduction by the federal IRS for unreimbursed employee business expenses for the applicable calendar year.
5. Fire Investigator In-Lieu Time - Employees assigned to the 40-hour Fire Investigator position may accumulate in-lieu time at the rate of time and one-half, to a maximum 200 hours.
6. Gainsharing - Beginning January 1999, employees may qualify for a gainshare bonus, resulting from savings through the reduction of new workers' compensation claims, sick leave usage reduction and the reduction of vehicular accidents. A percentage of the savings, as explained in the program document, will be divided amongst employees in the designated work unit.
7. Overtime Recall - Employees held over past the end of their regular shift beyond four (4) hours, will be entitled to a minimum of six (6) hours pay, instead of a minimum of eight (8) hours, at the appropriate rate of pay.
8. Bereavement Leave - Employees absent due to bereavement may now receive regular compensation for a maximum of three days for the death of a grandparent or stepchild, in addition to spouse, child, parent, brother, sister or parent of spouse. Three days is defined as days in which the aggregate time off does not exceed forty-eight (48) hours for shift employees.

9. Post Medical Retirement - The parties agree that the equivalent of two percent (2%) of base pay of the bargaining unit will be provided monthly instead of weekly.

This tentative agreement was ratified by the PFFA membership and is now before the City Council for review and adoption. This agreement is consistent with parameters authorized by Council.

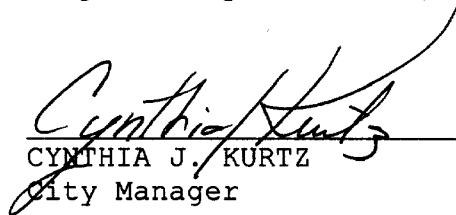
FISCAL IMPACT

The annual cost of the salary increases for 143 PFFA employees is estimated at \$507,000, which includes anticipated benefit and burden costs. The cost of the salary increase for 143 PFFA employees for 10 months is \$403,000. Funds have been budgeted in the Personnel Reserves to cover the costs for Fiscal Year 1999.

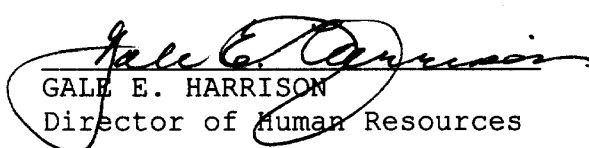
The cost of increases to Special Assignment Pay will be \$2,100.

There is a potential cost reduction in the areas of lost time, workers' compensation and vehicular accidents through the gainsharing program.

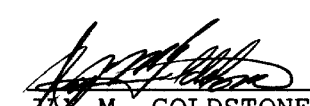
Respectfully submitted,


  
CYNTHIA J. KURTZ  
City Manager

Approved:

  
GALE E. HARRISON  
Director of Human Resources

Concurrence:

  
JAY M. GOLDSTONE  
Director of Finance

  
Ernie Mitchell  
Fire Chief