

Agenda Report

TO:

City Council

DATE:

September 13, 1999

FROM:

City Manager

SUBJECT:

Ratified Agreement between City of Pasadena and Pasadena Firefighters

Management Association (PFMA) for the term April 1, 1999 through

March 31, 2002.

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, 1999 through March 31, 2002; 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, 1999 through March 31, 2002.

Economic adjustments include the following:

- 1. Salary Adjustment Effective the first payroll period following adoption of this MOU by City Council, the salary range for Fire Captain II shall be increased so that the maximum rate is always 12% above the maximum rate for Fire Captain I (current differential is 10%).
- 2. Salary Adjustment Effective the first payroll period following adoption of this MOU by City Council, the salary range for Fire Battalion Chief shall be increased so that the maximum rate is always 8% above the maximum rate for Fire Captain II (current differential is 5%).

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- 3. Health Insurance Effective the first payroll period following adoption of this MOU by City Council, the City's contribution to the Employee Option Benefit Fund (EOBF) shall increase from \$459 to \$493.26.
- 4. Dental Care Program Effective the first payroll period following adoption of this MOU by City Council, the City's contribution for dependent coverage shall increase from \$20 per month to \$20.72 per month. The City shall also provide \$36 per month for employees with two or more dependents.
- 5. Day Shift Differential Effective the first payroll period following adoption of this MOU by City Council, the differential for employees working the day shift shall increase from \$450 per month, to \$495 per month.
- 6. Tuition Reimbursement Effective the first payroll period following adoption of this MOU by City Council, the City shall provide up to \$750 per year in Tuition Reimbursement, for a Bachelor's degree or higher in Fire Management, Public Administration, or other related field.

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 the proposed increases for the 16 PFMA employees is as follows: the salary range increase is estimated at \$44,111; the health insurance premium increase is \$6,578; the incremental dental care coverage is \$3,072; the increase in Day Shift Differential is \$3,240; and the maximum cost of the Tuition Reimbursement is \$12,000. Funds have been budgeted in the Personnel Reserves to cover this cost for fiscal year 2000.

Respectfully Submitted,

CYNTHIA J. K

city Manager

Approved:

GALE E. HARRISON

Director of Human Resources

Concurrence:

AM M. GOLDSTONE

Director of Finance

Agreement:

ERNEST MITCHELL

Fire Chief