

**City of Pasadena, AFSCME, Local 858**  
**Agreement Regarding Formal Recognition of the Classifications of Fire Inspector and Senior Fire Inspector**

The American Federation of State, County and Municipal Employees, Local 858 (“AFSCME”) filed a Petition for Recognition (Petition) dated January 13, 2021 seeking to be recognized as the exclusive representative for the classifications of Fire Inspector and Senior Fire Inspector.

On February 3, 2021 the City notified AFSCME that the Petition satisfied the filing requirements established in the City’s Resolution for the Administration of Employer-Employee Labor Relations and that the Petition was complete. The City further notified AFSCME that the Municipal Employee Relations Officer has determined that the proposed unit is an appropriate unit and took no additional action during the subsequent 30 days. During the 30-day waiting period, no other employee organization sought formal recognition to represent the Fire Inspector and Senior Fire Inspector classifications by filing a petition for recognition.

As no other petitions were filed during the 30-day period, the Municipal Employee Relations Officer will utilize his discretion and grant formal recognition to AFSCME without an election since it has already submitted written proof that the Petition is supported by more than 50% of the employees in the classifications of Fire Inspector and Senior Fire Inspectors. 100% of the employees in the classifications have signed in support of the Petition.

The purpose of this agreement is to memorialize the parties’ mutual agreement regarding the City’s formal recognition of AFSCME as the exclusive representative of the classifications of Fire Inspector and Senior Fire Inspector and the process by which the classifications will be merged into the municipal employees bargaining unit that is represented by AFSCME.

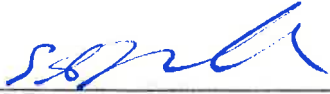
1. Effective the day this Agreement is fully executed, the City will recognize AFSCME, Local 858 as the exclusive representative of the classifications of Fire Inspector and Senior Fire Inspector.
2. The Parties acknowledge that the Memorandum of Understanding between the City of Pasadena and AFSCME dated July 1, 2019 through June 30, 2022 (“AFSCME MOU”) will remain in full force and effect until the expiration of the contract on June 30, 2022.
3. The Parties acknowledge that employees in the classifications of Fire Inspector and Senior Fire Inspector will remain subject to the wages, terms, and working conditions of employment established in the Non-Represented Non-Management Salary Resolution until the Parties meet and confer on the merger of the classifications into the municipal employees bargaining unit that is represented by AFSCME.
  - a. The meet and confer process will occur as part of labor negotiations for a successor to the AFSCME MOU.

City of Pasadena, AFSCME, Local 858  
Agreement Regarding Formal Recognition of the Classifications of Fire Inspector and  
Senior Fire Inspector

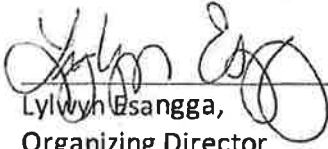
- b. In the interim, the City will recognize AFSCME as the exclusive representative for all matters within the scope of representation.

FOR THE CITY OF PASADENA


FOR AFSCME, Local 858

  
\_\_\_\_\_  
Steve Mermell,  
Employee Relations Officer

3-18-21  
Date

  
\_\_\_\_\_  
Lylwyn Esangga,  
Organizing Director  
3/15/2021  
Date

AS TO FORM:

  
\_\_\_\_\_  
Lesley Cheung,  
Assistant City Attorney

March 15, 2021  
Date