

SIDE LETTER OF AGREEMENT

Between the City of Pasadena and the Pasadena Management Association (PMA)

This Side Letter of Agreement ("Agreement") between the City of Pasadena ("City") and the Pasadena Management Association ("PMA") amends the July 1, 2018 to June 30, 2020 Memorandum of Understanding ("MOU") by amending the following articles:

Article 3, Term

Extend the MOU term and provisions of the current PMA MOU by fifteen months from June 30, 2020 to September 30, 2021.

Article 11, Salaries

- E. Effective the pay period that starts March 29, 2021, provide a 1% salary increase for all PMA members and concurrently increase salary control rates for unit classifications by 1%.
- F. Effective the pay period that starts March 29, 2021, provide a one-time, lump sum payment equal to the value of 1% of base pay for each member of PMA employed by the City on the day of City Council approval for the period of July 6, 2020-March 28, 2021. The lump sum is not eligible to be reported to CalPERS in compliance with CalPERS reporting requirements.

For the City of Pasadena



Steve Mermell, City Manager



Jennifer Curtis, Director of Human Resources

3/23/21

Date

For the PMA



Dan Augustyn, Negotiation Committee Chair



Glenn Rothner, Rothner, Segall & Greenstone

3-17-21

Date

**EXHIBIT I
PMA SALARY SCHEDULE
Effective March 29, 2021**

Job Classification	Salary Control Rate
311 CALL CENTER MANAGER	\$125,913
ACCOUNT MANAGER	\$118,104
ACCOUNTANT	\$83,554
ADAPTIVE RECREATION PRG SPEC	\$69,084
APPLICATIONS DEVELOPER	\$119,306
ASSC ELECTRICAL ENGINEER	\$126,507
ASSIST ENVHEALTH SPECIALIST	\$70,684
ASSISTANT CITY CLERK	\$95,151
ASSISTANT CITY ENGINEER	\$182,461
ASSISTANT CITY PROSECUTOR	\$178,516
ASSISTANT ENGINEER	\$103,949
ASSISTANT PLANNER	\$89,827
ASSOCIATE ENGINEER	\$120,965
ASSOCIATE PLANNER	\$99,231
ASST ELECTRICAL ENGINEER	\$108,709
BUILDING INSPECTION SUPERVISOR	\$110,634
BUILDING OFFICIAL	\$176,641
BUSINESS SYS ANALYST	\$110,854
CAPITAL PROJECTS MANAGER	\$137,827
CAREER SERVICES ADMINISTRATOR	\$148,236
CAREER SERVICES COORDINATOR	\$118,774
CENTRAL SERVICES SUPERVISOR	\$83,030
CHEMIST	\$103,166
CITY ARCHITECT	\$168,188
CODE COMPLIANCE MANAGER	\$130,764
COLLECTIONS SPECIALIST	\$75,379
COMMUNITY SERVICES SVR I	\$97,376
CONSERVATION PROG ANALYST	\$87,237
CONSTRUCTION INSPECTOR I	\$82,564
CONSTRUCTION INSPECTOR II	\$90,769
CRIME ANALYST	\$104,361
CULTURAL AFFAIRS MANAGER	\$152,945
CUSTOMER PROGRAM MANAGER	\$129,817
CUSTOMER REL PROG MGR	\$129,817
CUSTOMER RELATIONS MANAGER	\$149,136
CUSTOMER SERVICE MANAGER	\$146,026
CUSTOMER SERVICE SUPERVISOR	\$96,298
CUSTOMER SV FIELD SUPERVISOR I	\$96,299
DATABASE ADMINISTRATOR	\$132,654
DEPART INFO SYS ANALYST II	\$97,579

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Job Classification	Salary Control Rate
DEPUTY CITY CLERK	\$72,407
DEPUTY CITY PROSECUTOR	\$149,595
ECONOMIC DEVELOPMENT MANAGER	\$164,555
ELECTRIC MECH CREW SUPERVISOR	\$131,488
ELECTRICAL ENGINEER	\$143,234
ENERGY TRADER	\$164,119
ENGINEER	\$136,960
ENGINEERING MANAGER	\$182,350
ENVIRON HEALTH PROGRAM MGR	\$88,448
ENVIRON HEALTH SPECIALIST	\$86,493
EPIDEMIOLOGIST	\$108,470
EPIDEMIOLOGY ANALYST	\$85,850
EQUIPMENT MECHANIC SUPERVISOR	\$95,124
EXECUTIVE ASSISTANT	\$72,404
FACILITIES MAINTENANCE COORD	\$82,700
FINANCIAL/RATE ANALYST	\$99,458
FLEET MAINT SUPERINTENDENT	\$110,700
FLEET MAINT SUPERVISOR	\$85,992
GIS ADMINISTRATOR	\$132,654
GIS ANALYST	\$102,178
GRADING PLANS CHECK ENGINEER	\$130,354
GRADUATE MANAGEMENT INTERN	\$67,237
HAZARDOUS MATERIALS SPECIALIST	\$105,679
HEALTH EDUCATOR	\$91,129
HOUSING ADMINISTRATOR	\$146,848
HOUSING ASSISTANCE OFFICER	\$128,968
HOUSING SPECIALIST	\$94,630
HUMAN SVCS REC SUPERVISOR	\$114,745
INSPECTION SUPERVISOR	\$107,949
IT ANALYST	\$102,178
IT MANAGER	\$162,887
IT PROJECT MANAGER	\$119,306
IT SECURITY OFFICER	\$162,887
IT SUPERVISOR	\$140,650
LANDSCAPE ARCHITECT	\$112,838
LIBRARIAN	\$76,176
LIBRARY SERVICES MANAGER	\$102,762
LICENSED CLINICAL SOCIAL WORK	\$75,134
MANAGEMENT ANALYST I	\$77,387
MANAGEMENT ANALYST II	\$85,417

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Job Classification	Salary Control Rate
MANAGEMENT ANALYST III	\$99,458
MANAGEMENT ANALYST IV	\$114,206
MANAGEMENT ANALYST V	\$126,069
MANAGER OF PLANNING & ANALYSIS	\$160,181
MATERIALS & WAREHOUSE MANAGER	\$128,472
MUNICIPAL SERVICES MANAGER	\$124,832
MUNICIPAL SERVICES SUPERVISOR	\$106,367
NEIGHBORHOOD & BSNS SVCS ADM	\$171,700
NETWORK ENGINEER	\$119,306
NORTHWEST MANAGER	\$146,848
NURSE PRACTITIONER	\$117,144
NUTRITIONIST - PERINATAL	\$85,658
NUTRITIONIST - W.I.C.	\$83,561
PARKING MANAGER	\$144,408
PARKING SERVICES SUPERVISOR	\$71,056
PARKS SUPERINTENDENT	\$114,099
PHYSICIAN ASSISTANT	\$106,332
PLANNER	\$107,190
PLANNING MANAGER	\$164,556
PLANS EXAMINER	\$105,145
POWER DISPATCHING SUPERVISOR	\$159,836
POWER DIST CREW SUPERVISOR	\$144,935
POWER DIST CREW SVR - ELECTRIC	\$138,033
POWER DIST CREW SVR - OVERHEAD	\$138,033
POWER DIST CREW SVR - UNDERGRD	\$138,033
POWER DIST SECT SUPERVISOR	\$166,674
POWER DIST SVR - ELECTRIC	\$158,738
POWER PLANT MAINT SUPERVISOR	\$144,571
POWER PLANT MANAGER	\$167,114
POWER PLANT MECH CREW SUPER	\$125,715
POWER PLANT SUPERVISOR	\$153,200
POWER PRODUCTION ENGINEER	\$158,845
POWER PRODUCTION SUPERVISOR	\$145,347
POWER RESOURCE PLAN MANAGER	\$182,339
POWER RESOURCE PLANNER I	\$119,138
POWER RESOURCE PLANNER II	\$131,073
PRINCIPAL ACCOUNTANT	\$126,069
PRINCIPAL CHEMIST	\$115,434
PRINCIPAL COMM RELATIONS REP	\$73,938
PRINCIPAL ELEC ENGINEER	\$163,838

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Job Classification	Salary Control Rate
PRINCIPAL ENGINEER	\$156,662
PRINCIPAL ENGINEERING TECH	\$114,633
PRINCIPAL FIN/RATE ANALYST	\$126,069
PRINCIPAL LIBRARIAN	\$135,863
PRINCIPAL PLANNER	\$139,296
PRINCIPAL PLANS EXAMINER	\$145,682
PRINCIPAL POWER DISPATCHER	\$139,225
PRINCIPAL POWER RESOURCES PLAN	\$163,838
PROGRAM COORDINATOR I	\$85,106
PROGRAM COORDINATOR II	\$99,456
PROGRAM COORDINATOR III	\$108,389
PROJECT MANAGER	\$127,111
PROJECT MANAGER (PARKS & FORR)	\$100,064
PROJECT PLANNER	\$114,766
PUB HEALTH DIV MGR-COMM HEALTH	\$128,899
PUB HEALTH DIV MGR-ENV HEALTH	\$128,899
PUB HEALTH DIV MGR-NURSING SVC	\$128,899
PUBLIC HEALTH ADMINISTRATOR	\$138,830
PUBLIC HEALTH NURSE	\$98,028
PUBLIC HEALTH NURSE MANAGER	\$116,150
PUBLIC INFORMATION COORDINATOR	\$85,077
PUBLIC WORKS CREW SUPERVISOR I	\$82,727
PUBLIC WORKS CREW SVR II	\$95,268
PUBLIC WORKS SUPER-ELECTRIC	\$130,883
PUBLIC WORKS SUPERINTENDENT	\$114,099
PURCHASING ADMINISTRATOR	\$128,472
REAL PROPERTY MANAGER	\$141,054
REC & COMM SVC ADMINISTRATOR	\$153,215
RECREATION COORDINATOR	\$80,852
REGISTERED NURSE	\$83,600
RISK & INSURANCE ADM	\$128,472
SENIOR ACCOUNTANT	\$101,030
SENIOR APPLICATIONS DEVELOPER	\$132,654
SENIOR COMMUNITY RELATIONS REP	\$69,084
SENIOR CUSTOMER PROG ANALYST	\$118,104
SENIOR EXECUTIVE ASSISTANT	\$83,994
SENIOR GIS ANALYST	\$110,854
SENIOR HELICOPTER MECHANIC	\$95,573
SENIOR IT ANALYST	\$110,854
SENIOR IT PROJECT MANAGER	\$132,654

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Job Classification	Salary Control Rate
SENIOR LIBRARIAN	\$88,358
SENIOR NETWORK ENGINEER	\$140,650
SENIOR PLANNER	\$122,950
SENIOR PLANS EXAMINER	\$117,999
SENIOR PROJECT MANAGER	\$141,051
SENIOR PUBLIC HEALTH NURSE	\$100,447
SENIOR REGISTERED NURSE	\$91,993
SENIOR STREETLIGHT&SIGNAL MECH	\$113,812
SENIOR SUBSTANCE ABUSE COUNSEL	\$63,039
SENIOR SYS ENG/ADMIN	\$140,650
SOCIAL WORKER	\$63,875
SUBSTANCE ABUSE PROGRAM COORD	\$83,761
SUPERVISING FIRE INSPECTOR	\$114,745
SUPERVISING FIREPLANS EXAMINER	\$130,398
SUPERVISING PLANCHHECK ENGINEER	\$133,400
SUPERVISING PRODUCER	\$65,422
SUPV PUBLIC HEALTH NURSE	\$101,470
SURVEY PARTY CHIEF	\$103,471
SYSTEMS ENGINEER/ADMIN	\$119,306
TELECOMM & REGULATOR ADMIN	\$140,650
TELECOMMUNICATIONS SUPERVISOR	\$110,854
TRANSPORTATION SERVICES MGR	\$144,408
UTILITY SERVICES PLANNING SVR	\$117,728
W.I.C. PROGRAM MANAGER	\$95,415
WATER OPS SECTION SPVR	\$147,636
WATER DIST & CON MANAGER	\$150,958
WATER DIST & CONS CREW SPVR	\$107,182
WATER OPERATIONS MNGR	\$178,338
WATER OPS & TREAT CREW SPVR	\$115,499
WATER QUALITY MANAGER	\$147,504
WATER SYSTEM SUPERVISOR	\$108,752
WHOLESALE OPERATIONS MANAGER	\$191,076
WORK EXPERIENCE SUPERVISOR I	\$74,462
WORK EXPERIENCE SUPERVISOR II	\$85,632
WORKERS COMP CLAIMS EXAMINER	\$89,048