



# Agenda Report

November 6, 2006

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE OFFICER'S ASSOCIATION FOR THE TERM APRIL 25, 2006, THROUGH APRIL 24, 2009.

## RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding (MOU) between the City of Pasadena and the Pasadena Police Officers Association (PPOA) for a three-year term covering the period April 25, 2006, through April 24, 2009; and approve a journal voucher allocating funds from the General Fund Personnel Reserve as may be necessary.

## BACKGROUND:

The City and representatives of the PPOA negotiated in good faith and reached tentative agreement on a successor MOU. On October 24, 2006, the union membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the MOU include the following:

- 1) Salaries: Effective May 1, 2006, provide a 4% salary increase to all bargaining unit classifications; effective April 30, 2007, provide a 4% salary increase to all bargaining unit classifications; and effective April 28, 2008, provide a 4% salary increase to all bargaining unit classifications.
- 2) Helicopter Duty Pay: Effective the first pay period following adoption of the Memorandum of Understanding, increase helicopter duty pay to \$650 per month for police officers who are assigned to helicopter pilot duty.
- 3) Movie Detail Pay: Effective April 30, 2007, increase movie detail pay to \$60 per hour and effective April 28, 2008, increase movie detail pay to \$63 per hour.

- 4) Educational Incentive Pay: Effective April 28, 2008, increase educational incentive pay for a Bachelors degree to \$500 per month; and effective April 28, 2008, increase incentive pay for the POST Advance Certificate to \$500 per month.
- 5) Tuition Reimbursement: Effective July 1, 2006, increase tuition reimbursement from \$500 to \$650 per fiscal year.
- 6) Gainshare Program: Amend the Gainshare Program by updating the baseline amounts and using rolling five-year averages as a basis for performance goals for reductions in use of sick leave, lost time workers compensation injuries, and traffic accidents.
- 7) Health Insurance: Increase the City's health insurance contribution to \$525 per month for employees who do not enroll dependents and to \$797 per month for employees with dependents.
- 8) Body Armor: Effective July 1, 2006, increase the maximum reimbursement for the cost of a vest from \$520 to \$600; and effective January 1, 2007 increase the maximum reimbursement for the cost of a vest to \$720.
- 9) Retirement: Within 60 days of the City Council's adoption of the Memorandum of Understanding, the City will request an amendment to its contract with PERS to include Pre-Retirement Optional Settlement 2 Death Benefits and Fourth Level 1959 Survivor's Benefits for members of the bargaining unit.

FISCAL IMPACT:

The fiscal impact of the implementation of this MOU between the City of Pasadena and PPOA is estimated to be approximately \$926,391 for the first year of the MOU, including salary and related benefit costs. Funding for anticipated salary increases was included in the adopted FY 2007 Police Department operating budget, and in the General Fund Personnel Reserve.

Respectfully Submitted,



CYNTHIA J. KURTZ  
City Manager

Prepared by:



ARTHUR CHAVEZ  
Human Resources Manager

Approved By:



KARYN S. EZELL  
Human Resources Director