

Agenda Report

December 17, 2007

TO: City Council

FROM: City Manager

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE SERGEANTS ASSOCIATION FOR THE TERM SEPTEMBER 6, 2007, THROUGH APRIL 25, 2010.

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding (MOU) between the City of Pasadena and the Pasadena Police Sergeants Association (PPSA) for the period September 6, 2007 through April 25, 2010.

BACKGROUND:

The City and representatives of the PPSA negotiated in good faith and reached tentative agreement on a successor MOU. On November 20, 2007, the union membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the MOU include the following:

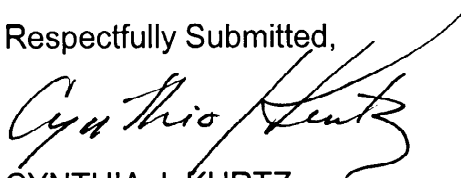
- 1) Salaries: Effective September 17, 2007, adjust the salary for the classification of Police Sergeant by 1.5%; effective April 28, 2008, adjust the salary such that the top step of Police Sergeant equals the 75th percentile of the market or 15% above the top step of Police Corporal, whichever is greater; effective April 27, 2009, adjust the salary such that the top step of Police Sergeant equals the 75th percentile of the market or 15% above the top step of Police Corporal, whichever is greater.

- 2) Gainsharing: Amend the Gainshare Program by updating the baseline amounts and using a rolling five year average as a basis for performance goals for reducing the use of sick leave, lost time worker's compensation and traffic accidents.
- 3) Special Assignment Pay: Effective the first pay period following adoption of the Memorandum of Understanding, increase helicopter duty pay to \$650 per month for Sergeants who are assigned to helicopter pilot duty. Effective the first pay period following adoption of the Memorandum of Understanding, the amount of additional compensation that a Sergeant is eligible to receive for motorcycle duty, helicopter pilot duty, helicopter observer duty, for being assigned to the Special Enforcement Section (SES) and for being assigned to SES and being qualified for the Critical Incident Response Team Tactical Unit, shall be the same as the amount paid to police officers.
- 4) Rose Bowl Event Duty: Employees who are released from Rose Bowl duty prior to completion of four hours of work shall receive time and one-half for the remaining hours up to 4 hours. Increase the notice time from the day of the event to less than 24 hours notice that management must give a Sergeant on Rose Bowl Event Duty to become eligible to receive the four hour minimum pay.
- 5) Education and Certification Pay: Effective September 17, 2007, increase Advance P.O.S.T. Certificate pay to \$550 per month, increase Supervisory P.O.S.T. Certificate pay to \$650 per month and increase BA/BS/Supervisory P.O.S.T. Certificate pay to \$900 per month.
- 6) Tuition Reimbursement: Upon adoption of the Memorandum of Understanding, increase tuition reimbursement from \$500 to \$750 per fiscal year.
- 7) Body Armor: Effective upon the date the Council adopts the Memorandum of Understanding, increase the maximum reimbursement for the cost of a bullet resistant vest from \$520 to \$720.
- 8) 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. Increase the amount of the value of a uniform that the City reports to PERS to \$750 per year.

FISCAL IMPACT:

The fiscal impact of the implementation of this MOU between the City of Pasadena and PPSA is estimated to be approximately \$218,029 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,



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City Manager

Prepared by:



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Approved by:



KARYN S. EZELL
Director of Human Resources