



Agenda Report

June 11, 2007

TO: City Council

FROM: City Manager

RE: ADOPTION OF A RESOLUTION AMENDING THE SALARY RESOLUTION ESTABLISHING SALARY AND BENEFITS FOR THE UNREPRESENTED CLASSIFICATIONS OF POLICE LIEUTENANT, POLICE COMMANDER, POLICE COMMANDER (NON-SWORN) AND DEPUTY POLICE CHIEF

RECOMMENDATION:

It is recommended that the City Council adopt a Resolution amending the Salary Resolution implementing salary and benefits adjustments for the unrepresented classifications of Police Lieutenant, Police Commander, Police Commander (Non-Sworn), and Deputy Police Chief.

BACKGROUND:

Police Lieutenant, Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief are classifications which are not represented by a union, but whose titles and compensation are established by Resolution of the City Council. The proposed Resolution amending the Salary Resolution will adjust salaries and benefits for 20 employees in these classifications. The salary adjustments will be applied to the salary control rates; individual salary adjustments will be based on performance. No individual salary adjustment will be made where a "Needs Improvement" evaluation exists.

Adoption of the Salary Resolution amendment will:

- a) Provide a 3.5% adjustment to control rates for the classifications of Police Lieutenant, Police Commander, Police Commander (Non-Sworn), and Deputy Police Chief effective July 10, 2006, as noted in the attached;

b) Provide that the Police Lieutenant assigned to the Special Enforcement Section (SES) shall receive additional compensation of \$150 per month; or \$250 per month additional compensation if he or she is also SWAT-certified;

c) Clarify that the Personal Development Allowance provided to employees in the classification of Police Commander shall also be provided to the employee in the classification of Deputy Police Chief; and,

d) Provide for the retirement enhancements of Pre-Retirement Optional Settlement 2 Death Benefits and 4th Level 1959 Survivor Benefits, consistent with those provided to all other City employees. Implementation of these benefits requires adoption of a Resolution and an Ordinance to amend the contract with CalPERS. As additional PERS contract amendments for other safety employees have also been approved for implementation, staff will present one combined item for Council action in the near future.

FISCAL IMPACT:

The FY 2007 fiscal impact is estimated to be approximately \$131,000. Adequate funding for increases was included in the adopted FY 2007 Police Department Operating Budget, and in the proposed FY 2008 budget; additional appropriations are not necessary.

Respectfully Submitted,



CYNTHIA J. KURTZ, 
City Manager

Prepared and Approved By:



KARYN S. EZELL
Director of Human Resources

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PASADENA
AMENDING THE SALARY RESOLUTION ESTABLISHING SALARY AND
BENEFITS FOR THE UNREPRESENTED CLASSIFICATIONS OF
POLICE LIEUTENANT, POLICE COMMANDER, POLICE COMMANDER
(NON-SWORN) AND DEPUTY POLICE CHIEF

BE IT RESOLVED by the City Council of the City of Pasadena that the
Salary Resolution is amended as follows:

SECTION 1. Exhibit 3.10 is amended to reflect the following control rate
effective July 10, 2006:

Deputy Police Chief	\$169,872
Police Commander	\$151,672
Police Commander (Non-Sworn)	\$151,672

SECTION 2. Section 3.10.02, Subsection II. E., Personal Development
Allowance is amended to read in part:

"Regular full time employees shall be eligible for a personal development
allowance of \$750, except that employees classified as Deputy Police
Chief, Police Commander and Police Commander (Non-Sworn) shall be
eligible for \$1000 per year."

SECTION 3. Section 3.15.01, Subsection I. E., Special Assignment Pay, is
added to read in its entirety:

"E. Special Enforcement Section Pay - Effective July 10, 2006, an
employee classified as Police Lieutenant assigned to the Special
Enforcement Section (SES) shall receive additional compensation of \$150
per month; or \$250 per month if he or she is also SWAT-Certified."

This amendment shall be effective as of July 10, 2006.

Adopted by the following vote at the meeting of the City Council on June 11, 2007:

AYES:

NOES:

ABSTAIN:

ABSENT:

Jane Rodriguez, City Clerk

Approved as to Form:


Michele Beal Bagneris, City Attorney