

# Agenda Report

DATE: March 17, 2008

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 CAPTAIN, 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 benefit adjustments for the unrepresented classifications of Police Lieutenant, Police Captain, Police Commander, Police Commander (Non-Sworn), and Deputy Police Chief; and approve a journal voucher appropriating the necessary funds from the Personnel Reserve to the FY 2008 Operating Budget.

## BACKGROUND

Police Lieutenant, Police Captain, Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief are classifications which are not represented by a union, but whose compensation is established by a Resolution of the City Council. The proposed Resolution amending the Salary Resolution provides salary and benefits adjustments for 20 employees in these classifications. The Salary adjustment will be applied to the salary control rates; increases for individual employees will be based on merit.

The attached Resolution provides for the following:

- a) Control Rate adjustments to the 75<sup>th</sup> percentile of the market for the classifications of Police Lieutenant, Police Captain, Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief effective July 9, 2007;

- b) An increase in the amount reported to the California Public Employees Retirement System and the Fire and Police Retirement System as the value of City-provided uniforms to \$750 annually, effective July 9, 2007;
- c) An increase in POST Management Certificate Pay to \$1000 per month effective July 9, 2007;
- d) The creation of Assignment Pay of \$250 per month for the Lieutenant assigned to the Criminal Investigation Unit, effective July 9, 2007. In addition, language is added to ensure future parity with represented employees in Special Assignment Pay, should increases be granted in future Memoranda of Understanding with Pasadena Police Officers Association and Pasadena Police Sergeants Association;
- e) Language clarifying existing retirement benefits provisions under the California Public Employees Retirement System;
- f) Language providing that an employee promoted on or after January 1, 2008, from any rank currently covered by the existing Public Employee Benefits Trust shall retain his or her membership in the Trust, consistent with the Trust document.

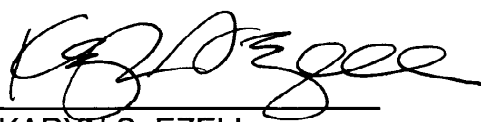
FISCAL IMPACT

The fiscal impact of this amendment is estimated to be approximately \$351,900 annually. Adequate funding for increases is included in the FY 2008 Police Department Operating Budget, and the Personnel Reserve

Respectfully Submitted,

  
BERNARD K. MELEKIAN  
City Manager

Approved By:

  
KARYN S. EZELL  
Director of Human Resources

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION AMENDING THE SALARY RESOLUTION ESTABLISHING SALARY AND BENEFITS FOR THE UNREPRESENTED CLASSIFICATIONS OF POLICE LIEUTENANT, POLICE CAPTAIN, 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-E-1 is amended to reflect the following control rates effective July 9, 2007:

Deputy Police Chief	\$176,667
Police Commander	\$157,738
Police Commander (Non-Sworn)	\$157,738

SECTION 2. Exhibit 3.15-E-1 is amended to reflect the following control rates effective July 9, 2007:

Police Captain	\$145,305
Police Lieutenant	\$134,700

SECTION 3. Section 3.10.01, Subsection I. C., Retirement Contribution is amended to read in part:

“Effective July 9, 2007, for employees in the classification of Deputy Police Chief, Police Commander and Police Commander (Non-Sworn), the City will report \$750 annually as the value of City-provided uniforms as compensation to Public Employees Retirement System (PERS) or Fire and Police Retirement System (FPRS), as applicable.”

SECTION 4. Section 3.15.01, Subsection I. C., Retirement Contribution is amended to read in part:

“Effective July 9, 2007, for employees in the classification of Police Captain and Police Lieutenant, the City will report \$750 annually as the value of City-provided uniforms as compensation to Public Employees Retirement System (PERS) or Fire and Police Retirement System (FPRS), as applicable.”

SECTION 5. Section 3.10.01, Subsection E., POST Certificate Pay is amended to read in part:

“Effective April 3, 2006, POST Management Certificate Pay shall increase to \$700 per month. Effective April 2, 2007, such Certificate Pay shall increase to

\$750 per month. Effective July 9, 2007, such Certificate Pay shall increase to \$1000 per month.”

SECTION 6. Section 3.15.01, Subsection F., POST Certificate Pay is amended to read in part:

“Effective April 3, 2006, POST Management Certificate Pay shall increase to \$700 per month. Effective April 2, 2007, such Certificate Pay shall increase to \$750 per month. Effective July 9, 2007, such Certificate Pay shall increase to \$1000 per month.”

SECTION 7. Section 3.10.01, Subsection E., Special Assignment Pay is amended to read in part:

“The rate of pay for all Special Assignments for Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief shall remain equal to that paid to members of the Pasadena Police Officers and Pasadena Police Sergeants.”

SECTION 8. Section 3.15.01, Subsection E., Special Assignment Pay is amended to read in part:

“Effective July 9, 2007, employees classified as Police Lieutenant shall receive \$250 per month additional compensation when assigned to the Criminal Investigations Division.”

“The rate of pay for all Special Assignments for Police Lieutenant and Police Captain shall remain equal to that paid to members of the Pasadena Police Officers and Pasadena Police Sergeants.”

SECTION 9. Section 3.10.02, Subsection I.E., Post-Retirement Medical Trust Fund is amended to read in part:

“Employees who are members of the Public Safety Employees Benefits Trust and who are promoted to the rank of Police Commander, Police Commander (Non-Sworn) and Deputy Police Chief on or after January 1, 2008, shall remain members in the trust as provided in plan documents.”

SECTION 10. Section 3.15.02, Subsection I.E., Post-Retirement Medical Trust Fund is amended to read in part:

“Employees who are members of the Public Safety Employees Benefits Trust and who are promoted to the rank of Police Lieutenant and Police Captain on or after January 1, 2008, shall remain members in the trust as provided in plan documents.”

This amendment shall be effective as of July 9, 2007.

Adopted by the following vote at the meeting of the City Council on March 17, 2008:

AYES:

NOES:

ABSTAIN:

ABSENT:

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Jane Rodriguez, City Clerk

Approved as to Form:

  
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Michelle Beal Bagneris, City Attorney