

Agenda Report

April 19, 2010

TO: Honorable Mayor and City Council
FROM: Department of Human Resources
SUBJECT: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE OFFICERS ASSOCIATION FOR THE TERM APRIL 25, 2010 THROUGH APRIL 24, 2012

RECOMMENDATION:

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Police Officers Association (PPOA), for a two-year term covering the period April 25, 2010 through April 24, 2012.

BACKGROUND:

The City and representatives of PPOA negotiated in good faith and have reached tentative agreement on a successor Memorandum of Understanding. On March 30, 2010, the PPOA membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the Memorandum of Understanding include the following:

1. **Salaries:** No salary increase is provided for in 2010. Effective April 25, 2011, the salary control rates for all bargaining unit classifications shall be increased by 2.0%. No salary increase is provided in 2010.
2. **Vacation:** Increase the number of unused, accrued vacation hours that an employee may cash out per year from 70 hours to 72 hours.
3. **Sick Leave:** Increase the maximum number of sick leave hours that an employee may accumulate from 960 hours to 1200 hours.

4. Health Insurance: Effective January 1, 2011, increase the health contribution for single coverage to \$796.87 per month. Effective January 1, 2011, increase the health contribution for dependent coverage to \$988.77 per month plus the additional amount determined by the existing escalator clause, to the level granted to the majority of City employees. Effective January 1, 2012, increase the health contribution for single coverage to an amount equal to the contribution for an employee with dependents.
5. Overtime: Add language that allows the parties to re-open negotiations on hours of work and the payment for overtime during the second year of the Memorandum of Understanding.

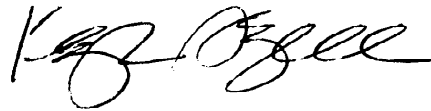
COUNCIL POLICY CONSIDERATION:

The adoption of the Memorandum of Understanding between the City of Pasadena and the Pasadena Police Officers Association supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

FISCAL IMPACT:

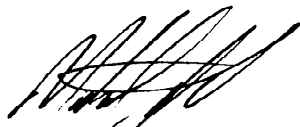
There is no FY 2010 fiscal impact by the implementation of this Memorandum of Understanding with the PPOA. The FY 2011 impact is estimated to be approximately \$133,354; and the FY 2012 impact is estimated to be \$495,252, the majority of which is related to increases in health contributions.

Respectfully Submitted,



KARYN S. EZELL
Director
Department of Human Resources

Approved by:



MICHAEL J. BECK
City Manager