

Agenda Report

TO:

City Council

DATE:

November 13, 2000

FROM:

City Manager

SUBJECT: Ratified Agreement between City of Pasadena and Pasadena Police Officers Association (PPOA) for the term April 24, 2000 through April 21, 2002.

RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PPOA for the period April 24, 2000 through April 21, 2002; and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves.

BACKGROUND:

Representatives of the City and PPOA have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period April 24, 2000 through April 21, 2002.

Economic adjustments include the following:

- 1. Salary Adjustment Effective May 22, 2000, there shall be an increase of 5.4% in each step of the salary step schedule for the classifications of Police Officer and Police Corporal. Salary retroactivity to May 22, 2000 is justified in this instance, due to delays in bargaining not attributable to the PPOA. Delays occurred as the City conducted an analysis of actuarial information from the Public Employees Retirement System (PERS) regarding the 3%@50 retirement benefit.
- 2. Salary Adjustment Effective April 25, 2001, there shall be an increase of 3.0% in each step of the salary step schedule for the classifications of Police Officer and Police Corporal.
- 3. Salary Adjustment Effective August 1, 2001, each step of the salary step schedule for the classifications of Police Officer and Police Corporal shall be increased by the

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percentage necessary to maintain the classifications at the 75th percentile of the market. Such increases, if any, shall be based upon a market salary survey, to be conducted prior to August 1, 2001.

- 4. Post-Retiree Medical Effective May 22, 2000, an amount equal to one (1%) percent in base salary shall be afforded to all bargaining unit classifications, to be placed in a post-retirement medical trust fund. Effective April 25, 2001, an amount equal to an additional one (1%) in base salary shall be afforded to all bargaining unit classifications, also to be placed in a post-retirement medical trust fund.
- 5. Education Pay Effective January 1, 2001, employees classified as Police Officer or Police Corporal, shall receive additional compensation of \$220 per month for possession of a Bachelor of Arts/Bachelor of Science degree from an accredited college or university. Effective January 1, 2001, employees classified as Police Officer or Police Corporal, shall receive additional compensation of \$175 per month for possession of an Advanced POST certificate. Employees who possess both a BA/BS degree, and an Advanced POST certificate, shall receive the higher compensation of the two, not both.
- 6. Movie Detail Pay Effective upon adoption of this MOU by Council, the flat hourly rate for Movie Detail Pay shall not be less than one-and-a-half times the top step hourly rate for Police Corporal, to a maximum of \$50 per hour during the term of this MOU.
- 7. 3%@50 Retirement Effective March 1, 2001, the parties shall re-open negotiations on the PERS 3%@50 retirement benefit.

This tentative agreement was submitted to the PPOA membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The annual cost of a 5.4% salary increase for 178 employees is \$667,590; the annual cost of a 3.0% salary increase is \$390,911; and the annual cost of a 2.0% salary increase (estimated to maintain unit at the 75th percentile) is \$268,426. Based on the timing of these increases, the impact to fiscal year 2001 is \$881,354, which includes retroactivity pay. The estimated cost for fiscal year 2002 is \$462,973 and will be included in the recommended operating budget. The annual cost for the post-retiree health is \$123,628 for year one and \$131,540 in year two. Education pay has an annual cost of \$52,800. Sufficient funds have been budgeted in the General Fund Personnel Reserve.

Respectfully Submitted,

CANTHIA J. KURAZ City Manager

Approved:

Interim Director of Human Resources

Concurrence:

Director of Finance