



Agenda Report

TO: City Council

DATE: June 25, 2001

FROM: City Manager

SUBJECT: Adoption of Ratified Memorandum of Understanding between City of Pasadena and Pasadena Police Sergeants Association (PPSA) for the term April 27, 2001 through September 5, 2004.

RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PPSA for the period April 27, 2001 through September 5, 2004; and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves.

BACKGROUND:

Representatives of the City and PPSA have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period April 27, 2001 through September 5, 2004.

Economic adjustments include the following:

1. Salary Adjustment – Effective May 7, 2001, there shall be an increase of 4.7% in each step of the salary step schedule for the classification of Police Sergeant.
2. Salary Adjustment – Effective April 22, 2002, there shall be an increase of 3.0% in each step of the salary step schedule for the classification of Police Sergeant.
3. Salary Adjustment – Effective June 30, 2003, each step of the salary step schedule for the classification of Police Sergeant shall be increased by the percentage necessary to maintain the classifications at the 75th percentile of the market, with a minimum increase of 3%, and a maximum increase of 5%. Such increases shall be based upon a market salary survey, to be conducted prior to June 30, 2003.

4. Post-Retiree Medical – Effective May 7, 2001, an amount equal to one (1%) percent in base salary shall be afforded to all bargaining unit employees, to be placed in a post-retirement medical trust fund. Effective April 22, 2002, an amount equal to an additional one (1%) percent 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 May 7, 2001, employees classified as Police Sergeant shall receive additional compensation of \$300 per month for possession of a Supervisory P.O.S.T. certificate; \$350 per month for possession of a Supervisory P.O.S.T. certificate and 80-100 P.O.S.T. education points; \$375 per month for possession of a Supervisory P.O.S.T. certificate and 100 or more P.O.S.T. education points; and \$400 per month for possession of a Supervisory P.O.S.T. certificate and a Bachelor's degree or higher. Effective May 7, 2001, employees possessing a Bachelor's degree but not a Supervisory P.O.S.T. certificate shall receive additional compensation of \$345 per month.
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. Movie Detail Pay in a supervisory position shall not be less than one-and-a-half times the top step hourly rate for Police Sergeant, to a maximum of \$60 per hour during the term of this MOU.
7. Tuition Reimbursement – Effective upon adoption of this MOU by Council, up to \$500/year for employees pursuing a Bachelor's degree or higher in a job-related field. Police Chief shall also have the discretion to approve reimbursement for job-related coursework not associated with a degree program.
8. Vacation Cashout – Employees will be eligible to receive cash in lieu of vacation, to a maximum of 50 hours per calendar year.

This tentative agreement was submitted to the PPSA 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 4.7% salary increase for 32 employees is \$162,596; the annual cost of a 3.0% salary increase in 2002 is \$111,923; and the annual cost of a 3.0%-5.0% salary increase in 2003 is between \$115,280-\$192,133. The annual cost for the post-retiree health is \$37,034 in the first year, and an additional \$37,308 in the second year. Tuition Reimbursement has an estimated annual cost of \$8,500. Education Pay has an estimated annual cost of \$48,780. Sufficient funds have been budgeted in the General Fund Personnel Reserves.

Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved:


KARYN S. EZELL
Director of Human Resources

Concurrence:


JAY M. GOLDSTONE
Director of Finance