



Agenda Report

December 16, 2002

TO: City Council

FROM: City Manager

RE: Approval of the Memorandum of Understanding Between the City of Pasadena and the Pasadena Police Officers Association and Adoption of a Resolution Providing for Reporting the Value of Employer Paid Member Contributions as Compensation to CalPERS

RECOMMENDATION

It is recommended that the City Council:

1. Approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Police Officers Association (PPOA) for the term April 25, 2002 through April 25, 2004, and;
2. Adopt the attached Resolution providing for reporting the value of Employer Paid Member Contributions as compensation to the California Public Employees Retirement System, and;
3. Approve a journal voucher allocating funds from the Personnel Reserves to the Police Department as appropriate.

BACKGROUND

The City and representatives of the PPOA met and conferred in good faith and the PPOA membership has ratified the tentative agreement reached by the parties. Economic adjustments include the following:

1. Salaries: Effective July 1, 2002, the salary ranges for all bargaining unit classifications shall be increased by 4%. Effective June 30, 2003, the salary ranges for all bargaining unit classifications shall be increased by 3.5%.
2. Retirement: As soon as possible after the approval of this MOU, the City shall amend its contract with CalPERS to provide for 3%@55.

3. Retirement: Effective July 1, 2002, the City will report the value of Employer Paid Member Contributions to the Fire and Police Retirement System as compensation, and upon approval of this MOU and adoption of the attached Resolution regarding Employer Paid Member Contributions, such contributions will be reported to CalPERS as compensation.
 4. Education Pay: Effective May 6, 2002, Education Pay will increase to \$175 per month for employees who hold an Associate of Arts degree; to \$275 per month for employees who hold a Bachelors degree; and to \$300 per month for employees who hold an Advanced POST certificate.
 5. Bilingual Pay: Effective the beginning of the first pay period following approval of this MOU, Bilingual Pay shall increase to \$140 per month.
 6. Health Insurance: Effective May 6, 2002 and in subsequent benefit plan years, if medical premiums increase, the City's contribution to the Employee Option Benefit Fund shall increase by 75% of the average dollar increase in the Kaiser and PORAC plans.
 7. Specialty Pay: Effective the beginning of the first pay period following adoption of this MOU, Motorcycle Pay shall increase to \$250 per month; Helicopter Pay shall increase to \$560 per month; Helicopter Observer Pay shall increase to \$250 per month, and Field Training Officer Pay shall increase to \$300 per month.
 8. Tuition Reimbursement: Effective calendar year 2002, Tuition Reimbursement is established at up to \$500 per calendar year, for employees pursuing a Bachelors degree or higher from an accredited college or university.
 9. Vacation Cashout: Upon approval of this MOU, bargaining unit members may annually cash out up to 50 hours of earned but unused vacation.
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FISCAL IMPACT

The fiscal impact on the FY 2003 budget is estimated to be approximately \$1,180,800, which includes \$57,800 in costs attributable to benefits adjustments for which earlier effective dates were believed appropriate. The annual cost of the 3%@55 benefit is estimated to be \$912,000, beginning in FY 2004. Sufficient funds are available in the Personnel Reserves, and additional appropriations are not necessary.

Respectfully Submitted,


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City Manager

Prepared by:


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Concur:


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