

# Agenda Report

November 25, 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:

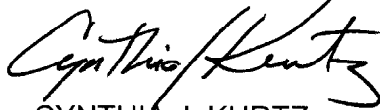
1. Salaries: Effective July 1, 2002, the salary ranges for all bargaining unit classifications shall be increased by 4%. Effective June 30, 2003, the salary ranges for all bargaining unit classifications shall be increased by 3.5%.
2. Retirement: Upon approval of this MOU, the City shall amend its contract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

3. Retirement: Effective November 25, 2002, with the adoption of the attached Resolution regarding Employer Paid Member Contributions, the City will report the value of Employer Paid Member Contributions to CalPERS and the Fire and Police Retirement System as compensation.
  4. Education Pay: Effective the beginning of the first pay period following approval of this MOU, 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 January 1, 2003 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; and Helicopter Observer Pay shall increase to \$250 per month. Field Training Officer Pay shall be established at the rate of \$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 cash out up to 50 hours of earned but unused vacation.
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FISCAL IMPACT

The fiscal impact of the implementation of this MOU between the City of Pasadena and the Pasadena Police Officers Association is estimated to be \$1,123,000 for FY 2003, including salary and related benefits costs, excluding the cost of the CalPERS 3%@55 benefit. 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,



CYNTHIA J. KURTZ  
City Manager

Prepared by:



KARYN S. EZELL  
Director of Human Resources

Concur:



JAY M. GOLDSTONE  
Director of Finance

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