

Agenda Report

August 23, 2004

TO: City Council
FROM: City Manager
RE: Approval of the Memorandum of Understanding Between the City of Pasadena and the Pasadena Police Officers Association for the Term April 25, 2004 through April 30, 2006.

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 the period April 25, 2004, through April 30, 2006.

BACKGROUND:

The City and representatives of 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 May 3, 2004, each step of the Salary Step Schedule for the classifications of Police Officer and Police Corporal shall be increased by 3%.

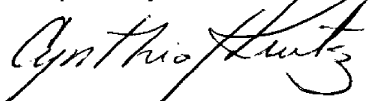
Effective April 18, 2005, each step of the Salary Step Schedule for the classifications of Police Officer and Police Corporal shall be increased by 4%.
2. Dental Insurance: Effective May 2004, the City's contribution to employee dental insurance premiums for employees who cover one or more dependants will increase to \$55 per month.
3. Special Assignment Pay: Effective May 3, 2004, the City will pay Police Officers and Police Corporals who are assigned to the Special Enforcement Section (SES) \$150 per month as additional compensation. Employees assigned to SES who are also Critical Incident Response Team Tactical Unit (SWAT)-qualified shall receive an additional \$100 per month as additional compensation for a total of \$250 additional compensation per month.
4. Special Assignment Pay: Effective May 3, 2004, employees who are assigned to work a movie detail shall be paid at the rate of one and one half times the top step hourly rate for Police Corporal to a maximum of \$55 per hour.

5. Holidays: Effective May 3, 2004, employees scheduled to work the 4-10 schedule shall be allowed a paid leave of absence of 10 hours for each holiday instead of the current 8 hours. Employees required to work on a holiday shall receive pay at the rate of time and one-half for all hours worked that shift.
6. Life Insurance: Effective the beginning of the month following adoption of this MOU, the City will increase the City-paid life insurance benefit for all Police Officers and Corporals to \$50,000.
7. Court Appearance Pay: Effective May 3, 2004, employees required, after an unpaid period following the end of a shift or work assignment, to be present in court in connection with the performance of their duties shall receive 3 hours minimum compensation at the appropriate rate instead of the current 2 hour minimum. If such employee is required to be in court during both morning and afternoon sessions, such employee shall receive a minimum of 6 hours of compensation at the appropriate rate. Employees whose shifts are extended to include court appearance time will not receive the above-referenced minimums, but will be paid for extension of their shift at the appropriate rate.

FISCAL IMPACT:

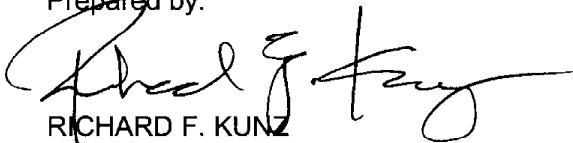
The annual fiscal impact of the implementation of this MOU between the City of Pasadena and PPOA is estimated at \$536,573 for the first year of the MOU, \$586,112 for the second year, including salary and benefit costs. Funding to cover the increases in salaries and increases in benefit costs was included in the Police Department operating budget for Fiscal Year 2005.

Respectfully Submitted,



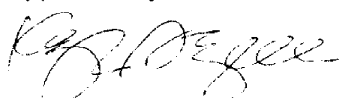
CYNTHIA J. KURTZ
City Manager

Prepared by:



RICHARD F. KUNZ
Human Resources Manager

Approved by:



KARYN S. EZELL
Director of Human Resources