

Agenda Report

FEBRUARY 7, 2005

TO: CITY COUNCIL

FROM: CITY MANAGER

RE: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE SERGEANTS ASSOCIATION FOR THE PERIOD SEPTEMBER 6, 2004 THROUGH SEPTEMBER 3, 2007

RECOMMENDATION

It is recommended that the City Council approve a successor Memorandum of Understanding between the City of Pasadena and the Pasadena Police Sergeants Association (PPSA) for the period September 6, 2004, through September 3, 2007, and authorize a journal voucher entry appropriating \$119,353 from the Personnel Reserves to the Police Department FY 2005 Operating Budget.

BACKGROUND

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

1. Salaries: Effective September 6, 2004, the salaries for employees in the classification of Police Sergeant will be adjusted 6.09% to the 75th percentile.

Effective April 4, 2005, salaries will be adjusted by the amount necessary to ensure a 10% differential between the ranks of Police Corporal and Police Sergeant.

Effective April 3, 2006, salaries will be adjusted to the 75th percentile, or to 11% above Corporal, whichever is greater. For the one year period from April 3, 2006 through April 1, 2007, the salary for Police Sergeant shall not be less than 11% greater than that for Police Corporal.

Effective April 2, 2007, salaries will be adjusted to the 75th percentile, or to 12% above Corporal, whichever is greater. For the period from April 2,

2007 through the term of the MOU, the salary for Police Sergeant shall not be less than 12% greater than that for Police Corporal.

2. Education and Certification Pay:
 - a) Effective September 6, 2004, create Certification Pay of \$300 per month for employees holding an Advanced POST Certificate. Thereafter, employees promoted to the rank of Sergeant will not lose existing Education and Certification Pay of \$175 for an Associates Degree or \$300 for an Advanced POST Certificate.
 - b) Effective September 6, 2004, the Certification Pay for employees holding a Supervisory POST Certificate will be increased to \$350 per month.
 - c) Effective September 6, 2004, the Certification Pay for employees holding a Supervisory POST Certificate and a Bachelors Degree will increase to \$450 per month; effective April 4, 2005, this Certification Pay will increase to \$525; effective April 3, 2006 it will increase to \$600 per month; and effective April 2, 2007 it will increase to \$650 per month.
 - d) Effective September 6, 2004, the Certification Pays for Supervisory POST Certificate plus 80 units and Supervisory POST Certificate plus 100 units will be eliminated. Employees receiving these Certification Pays as of September 6, 2004 shall continue to receive this Pay until such time as they promote, leave employment or gain eligibility for a higher level of Certification Pay.
2. Special Assignment Pay: Effective September 6, 2004, the City will pay Police Sergeants 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-qualified shall receive an additional \$100 per month as additional compensation for a total of \$250 additional compensation per month. Effective September 6, 2004, employees assigned to Motorcycle Duty shall receive \$250 per month; employees assigned as Helicopter Pilot shall receive \$560 per month; employees assigned as Helicopter Observer shall receive \$250 per month; and employees certified as Bilingual shall receive \$140 per month as additional compensation.
3. Special Assignment Pay: Effective September 6, 2004, employees who are assigned to work a movie detail shall be paid at the rate of \$55 per hour for non-supervisory work performed, and \$75 per hour for supervisory work performed. The pay rate for non-supervisory work for employees in this unit shall remain equal to that paid to members of the Pasadena Police Officers Association; and the pay rate for supervisory work shall remain at the same percentage above the rate for non-supervisory work.

4. Health Insurance: Effective September 2004, the City's contribution for health insurance will increase to \$651.17 per month. In January of each succeeding year, the City's contribution will increase by 80% of the average dollar increase of the PERS Choice and Kaiser plans.
5. Dental Insurance: Effective September 2004, the City's contribution to employee dental insurance premiums for employees who cover one or more dependants will increase to \$55 per month.
7. Court Appearance Pay: Effective September 6, 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.
8. Holiday Pay: Effective September 6, 2004, employees shall be allowed a paid leave of absence equal to the employees' regular work day. Employees required to work on a holiday shall receive pay at the rate of time and one-half for all hours worked that shift.

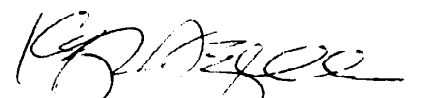
FISCAL IMPACT

The annual fiscal impact of the implementation of this MOU between the City of Pasadena and PPSA is estimated to be \$402,563 for the first year of the MOU, including salary and benefit costs. The Fiscal Year 2005 cost is estimated to be \$301,922; some of which was appropriated in the FY 2005 Police Department operating budget. An additional appropriation in the amount of \$119,353 from the Personnel Reserves to the Police Department Operating Budget is required at this time.

Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved by:


KARYN S. EZELL
Director of Human Resources