

Agenda Report

TO: City Council

DATE: June 22, 2009

FROM: City Manager

SUBJECT: APPROVAL OF AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE OFFICERS ASSOCIATION

RECOMMENDATION:

It is recommended that the City Council approve an Amendment to the Memorandum of Understanding between the City of Pasadena and the Pasadena Police Officers Association.

BACKGROUND:

Staff acknowledges and thanks the membership of the Pasadena Police Officers Association (PPOA) for the leadership they have shown by their willingness to assist the City's efforts in correcting the structural imbalance in the operating budget. Staff believes that these employees exemplify the best of Pasadena.

The City and representatives of PPOA have met and conferred in good faith and have reached agreement on an Amendment to the MOU, which provides for the following:

1. An extension of the term of the MOU for a period of one year, through April 24, 2010.
2. No salary increase for the extended term of the MOU.
3. An increase in the number of earned vacation hours that may be cashed out annually, at the discretion of the employee, from 50 to 70 annually.
4. Implementation of a previous agreement to provide for enhanced death benefits and survivor benefits offered through the California Public

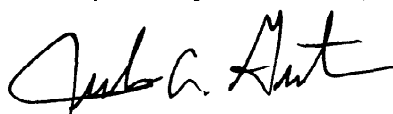
Employees Retirement System. By state regulation, the City Council must first adopt a Resolution of Intent to amend the contract providing the benefits, and then may amend the contract by Ordinance in subsequent meetings. The Resolution of Intent and the Ordinance will be submitted for action as they are provided by PERS staff.

Staff recommends approval of this Amendment to the MOU, which is consistent with direction received and the approach being taken to address the structural imbalance in the operating budget.

FISCAL IMPACT:

The fiscal impact of the implementation of this Amendment to the MOU is estimated to be an annualized savings of approximately \$898,267, assuming that a 4% increase would otherwise have been provided. Savings achieved by forgoing an increase are compounded over time.

Respectfully Submitted,


for MICHAEL J. BECK
City Manager

Prepared By:



KARYN S. EZELL
Director of Human Resources