

## Agenda Report

December 6, 2010

**TO:** Honorable Mayor and City Council

**FROM:** Department of Human Resources

**SUBJECT:** APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE SERGEANTS ASSOCIATION, FOR THE TERM APRIL 26, 2010 THROUGH APRIL 25, 2012

### **RECOMMENDATION:**

It is recommended that the City Council approve a successor Memorandum of Understanding (MOU) between the City of Pasadena and the Pasadena Police Sergeants Association (PPSA), for a two-year term covering the period April 26, 2010 through April 25, 2012.

### **BACKGROUND:**

The City and representatives of PPSA negotiated in good faith and have reached tentative agreement on a successor MOU. On October 20, 2010, the PPSA membership ratified the tentative agreement reached by the parties. Economic adjustments and significant changes to the MOU include the following:

1. **Salaries:** No salary increase is provided for in the term of the MOU.
2. **Vacation:** Increase the number of unused, accrued vacation hours that an employee may cash out per year from 50 hours to 72 hours.
3. **Sick Leave:** Increase the maximum number of sick leave hours that an employee may accumulate from 960 hours to 2080 hours. Cap at 1200 hours the number of unused sick leave hours that can be used for PERS service credit, consistent with the Police Officers Association.

4. Health Insurance: Effective January 1, 2011, increase the City contribution to the Employee Option Benefit fund (EOBF) from \$943.73 to \$1,106.25 per month and delete the EOBF escalator clause from the MOU. Effective January 1, 2012, the amount that the City contributes to an employee's EOBF will be an amount equal to the premium rate of the least expensive family health plan offered to all City employees.
5. Dental Insurance: Effective January 1, 2011, increase the City contribution to dependent dental coverage from \$55.00 to \$85.40.
6. Hours of Work and Overtime: Add language that allows parties to re-open negotiations on hours of work and the payment for overtime during the second year of the term of the MOU.

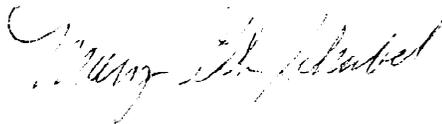
**COUNCIL POLICY CONSIDERATION:**

The adoption of the Memorandum of Understanding between the City of Pasadena and the Pasadena Police Sergeants Association supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

**FISCAL IMPACT:**

The FY 2011 impact by the implementation of this Memorandum of Understanding between the City of Pasadena and PPSA is estimated to be approximately \$42,850; and the FY 2012 annualized cost is estimated to be \$85,700, the majority of which is related to increases in health contributions.

Respectfully Submitted,



Mary Ellen Schubel  
Interim Director  
Department of Human Resources

Approved by:



MICHAEL J. BECK  
City Manager