

Agenda Report

July 11, 2016

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPTION OF A RESOLUTION APPROVING A TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE SERGEANTS REPRESENTED BY THE PASADENA POLICE OFFICERS ASSOCIATION FOR THE TERM OF JULY 1, 2016 – JUNE 30, 2018

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review; and
2. Adopt a resolution accepting and approving a tentative agreement for a successor Memorandum of Understanding between the City of Pasadena and the Sergeants represented by the Pasadena Police Officers Association for the term of July 1, 2016 – June 30, 2018.

BACKGROUND:

The Pasadena Police Sergeants (PPSA) Memorandum of Understanding (MOU) expired on June 30, 2016. On January 21, 2016 the Sergeants bargaining unit merged with the bargaining unit representing Officers and Corporals, resulting in a newly reorganized bargaining unit comprised of Officers, Corporals and Sergeants represented by the Pasadena Police Officers Association (PPOA). During the merger process, it was agreed that the PPSA MOU would remain in effect through its expiration date, and that the City and the Sergeants would seek to negotiate a two-year agreement with an expiration date of June 30, 2018. This expiration date coincides with the expiration of the existing PPOA MOU, which will expire on June 30, 2018. It was

further agreed that after reaching agreement on the wages, hours and other terms and conditions of employment as they pertain to the Sergeants, the terms and conditions of employment for the Sergeants will be merged into the existing PPOA MOU. It is anticipated that a revised PPOA MOU that incorporates this tentative agreement with the Sergeants will be presented to Council for approval no later than September, 2016.

The City and Sergeants represented by the PPOA commenced negotiations on April 13, 2016 and reached a tentative agreement on June 27, 2016. On June 28, the Sergeants ratified the tentative agreement. A comprehensive labor market analysis conducted by Human Resources staff in March revealed that total compensation for Sergeants ranked near the bottom third of the labor market. The salary increases included in this tentative agreement are designed to restore compensation to the top half of labor market and ensure that Sergeant salaries remain competitive in the labor market through the term of this agreement. This tentative agreement also reflects the City's efforts to reduce turnover at the ranks of Officer and Corporal, and Sergeant, and to incentivize the Police Department's skilled cadre of Officers and Corporals to remain with and seek promotional opportunities within the Pasadena Police Department.

The following is a summary of the tentative agreement:

1. Term: July 1, 2016 – June 30, 2018
2. Salaries:
 - a. Effective July 11, 2016, the control rate for Police Sergeant will be increased by 2.83%. The City shall implement a five-step salary schedule with a 3% differential between steps as illustrated below. Movement through the range will occur once every twelve (12) months timed with an annual performance evaluation and rating of satisfactory or higher.

Step 1	Step 2	Step 3	Step 4	Step 5	Annual
\$52.6600	\$54.2398	\$55.8670	\$57.5430	\$59.2693	\$123,280

- b. Effective the pay period that includes July 1, 2017, the salary schedule for Police Sergeant will be increased by 3% as illustrated below.

Step 1	Step 2	Step 3	Step 4	Step 5	Annual
\$54.2400	\$55.8672	\$57.5432	\$59.2695	\$61.0476	\$126,979

3. Peace Officer Standards and Training (POST) Pay:

a. Advanced POST

- i. Effective July 11, 2016, compensation for possession of an Advanced POST certificate will be increased to 10.5% of base pay.
- ii. Effective July 1, 2017, compensation for possession of an Advanced POST certificate will be increased to 12.5% of base pay.

b. Supervisory POST:

- i. Effective July 11, 2016, compensation for possession of a Supervisory POST certificate will be \$250 per month, in addition to compensation for the possession of an Advanced POST certificate.
- ii. Effective June 30, 2018, the City will convert Supervisory POST pay to 2.5% of Sergeant base pay up to a maximum of \$300 per month.

4. Special Assignment Pay: Effective June 30, 2018, compensation for the following special assignments will be converted to a percentage of base salary as listed below. These changes, and their effective date, match what was agreed to with Officers and Corporals as part of the PPOA's MOU extension in 2015.

- a. Motorcycle Patrol: 3.75%
- b. Helicopter Pilot: 8.75%
- c. Flight Time Premium (Tactical Flight Officer): 3.75%
- d. Gang Detail (Special Enforcement Section): 3.75%

5. Movie Detail: Effective July 11, 2016, the Supervisory Movie Detail rate will be increased to \$95.00 per hour.

6. Smart Phone Stipend: Effective July 11, 2016, the City shall provide Sergeants with a smart phone stipend (currently \$80 per month) consistent with Section 8.1 of the City's Manual of Personnel and Administrative Rules.

7. Uniforms:

- a. Effective July 11, 2016, the City shall provide an \$850 annual uniform allowance to Sergeants to be paid in July of each year and in lieu of City-issued uniform vouchers.
- b. Department-issued equipment for Sergeants regularly assigned to Motorcycle duty shall include three pair of Kevlar-reinforced motorcycle riding britches and 1 Kevlar-reinforced jacket provided once every three years which will be provided as soon as practicable following City Council approval of this agreement.

8. Court Stand-by On-Call Pay:

- a. Effective July 11, 2016, when a Sergeant is subpoenaed to appear in court during off-duty hours, the City shall provide two hours of court standby on-call pay at the straight time base rate for each off duty court session (morning and/or afternoon) that a Sergeant is on court-related stand-by.

9. Floating Holiday Cash Out:

- a. Effective August 2016, the City may elect to pay out all accrued floating holiday hours in excess of 80 hours and implement a cap of 120 hours on floating holiday banks.

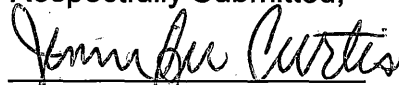
COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability and ensuring public safety.

FISCAL IMPACT:

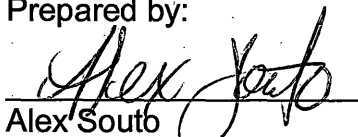
The fully burdened fiscal impact of the two-year agreement is approximately \$1.8 million, 100% of which will impact the General Fund. The FY 2017 Operating Budget includes assumed growth to cover negotiated salary increases. It is anticipated that the FY 2017 fiscal impact of approximately \$772,200 will be absorbed into the Police Department's Operating Budget.

Respectfully Submitted,



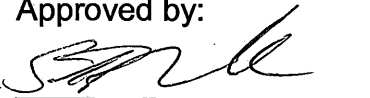
Jennifer Curtis
Director of Human Resources

Prepared by:



Alex Souto
Principal Human Resources Analyst

Approved by:



Steve Mermell,
Interim City Manager

Attachments:

1. Tentative Agreement for a Successor Memorandum of Understanding Between the City of Pasadena and the Sergeants Represented by the Pasadena Police Officers Association
2. Resolution Approving a Tentative Agreement for a Successor Memorandum Of Understanding Between the City of Pasadena and the Pasadena Police Officers Association for the Term of July 1, 2016 - June 30, 2018