

SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF PASADENA
AND
LABORERS INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777

This Side Letter of Agreement ("Agreement") between the City of Pasadena ("City") and the Laborers International Union of North America, Local 777 ("LIUNA") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the current Memorandum of Understanding between the City and LIUNA has a term October 1, 2015 – June 30, 2019 ("MOU"); and

WHEREAS, the Parties seek to enhance recruitment of experienced Police Dispatchers, and wish to modify the MOU to include a new article on the subject of lateral incentive pay.

WHEREAS, the following memorializes the Parties' agreement:

The Parties agree that Article 10.F shall be added to the MOU as follows:


ARTICLE 10 Compensation And Overtime

F. Lateral Incentive Pay

1. Lateral Police Dispatchers who are hired by the City receive a lump sum payment of \$1,000 upon successful completion of one month of work as a Pasadena Police Dispatcher, \$1,000 upon the successful completion of nine months of work as a Pasadena Police Dispatcher, and \$1,000 upon the successful completion of the 18-month probationary period.

The Parties also agree that this Agreement will become effective at the beginning of the pay period following City Council approval.

FOR THE CITY OF PASADENA:



Steve Mermell, City Manager



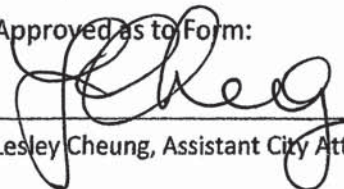
Jennifer Curtis, Director of Human Resources

FOR LIUNA:



Jennifer Groshen, LIUNA Business Representative

Approved as to Form:



Lesley Cheung, Assistant City Attorney

SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF PASADENA
AND
PASADENA POLICE OFFICERS ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of Pasadena ("City") and the Pasadena Police Officers Association ("PPOA") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the current Memorandum of Understanding between the City and PPOA has a term April 3, 2017 – June 30, 2018 ("MOU"); and

WHEREAS, the Parties seek to enhance recruitment of experienced sworn law enforcement personnel, and wish to modify the MOU on the subject of lateral incentive pay.

WHEREAS, the following memorializes the Parties' agreement:

The Parties agree that Article 15 (C.1) of the parties' MOU shall be modified as follows:

Article 15 Compensation

C. Lateral Incentive Pay

1. Lateral Police Officers who are hired by the City receive a lump sum payment of \$2,500 upon successful completion of one month of work as a Pasadena Police Officer, \$2,500 upon the successful completion of six months of work as a Pasadena Police Officer, and \$3,000 upon the successful completion of the probationary period.

The Parties also agree that this Agreement will become effective at the beginning of the pay period following City Council approval.

FOR THE CITY OF PASADENA:

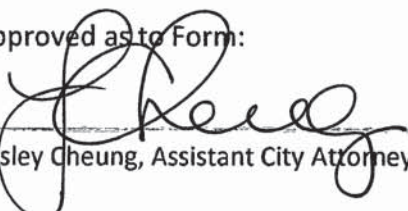


Steve Mermell, City Manager



Jennifer Curtis, Director of Human Resources

Approved as to Form:



Lesley Cheung, Assistant City Attorney

FOR THE PASADENA POLICE OFFICERS ASSOCIATION:



Keith Gomez, PPOA Vice President