

Agenda Report

August 21, 2017

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF SIDE LETTERS OF AGREEMENT WITH THE LABORERS INTERNATIONAL UNION OF NORTH AMERICA AND THE PASADENA POLICE OFFICERS ASSOCIATION ON LATERAL HIRE INCENTIVE PAY

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.
2. Approve a Side Letter of Agreement between the City of Pasadena (City) and the Laborers International Union of North America (LIUNA) on Lateral Hire Incentive Pay.
3. Approve a Side Letter of Agreement between the City of Pasadena (City) and the Pasadena Police Officers Association (PPOA) on Lateral Hire Incentive Pay.

BACKGROUND:

The Pasadena Police Officers Association (PPOA) and the Laborers International Union of North America (LIUNA) represent over 250 positions in the Pasadena Police Department, including 155 sworn Police Officers represented by the PPOA and 28 civilian Police Dispatchers represented by LIUNA. These continuous shift positions are subject to 24-hour minimum staffing requirements every day of the year, requiring vacancies to be backfilled by existing personnel on an overtime basis.

The Police Dispatch Center's Police Dispatchers provide timely and professional service to every call for help received and serve as a vital link between the public and emergency responders. Although the Dispatcher position has traditionally been a difficult position to fill and retain with experienced personnel, the Dispatch Center is currently operating with an inordinately high vacancy rate of nearly 30%, resulting in regular and recurring mandatory overtime and staff fatigue. In an effort to fill vacancies and reduce the overtime burden on the existing staff, the Department seeks to establish a \$3,000 lateral incentive bonus for Police Dispatchers who transfer to the City of Pasadena from another law enforcement agency. In order to qualify for the bonus, lateral Police Dispatchers must have a minimum of two years of current Dispatcher experience and have completed a California POST certified Public Safety Dispatcher Basic Course. The incentive bonus will be paid in three \$1,000 installments with the first payment occurring at the completion of one month of employment followed by a second payment at completion of nine months of employment, and the final payment upon completion of the 18-month probationary period.

In May 2015, the City began offering a lateral hire incentive bonus of \$7,500 to sworn Police Officers who transferred to the Pasadena Police Department from other law enforcement agencies. Since that time, the Department has hired 19 lateral Police Officers. The lateral incentive bonus has been instrumental in allowing the Department to quickly fill Patrol vacancies with experienced law enforcement personnel. In anticipation of expected retirements and increased hiring activity at nearby agencies, the Department seeks to increase the existing lateral hire incentive bonus by \$500 to \$8,000 in order to help ensure continued competitiveness in the labor market for trained lateral recruits and maintain staffing levels. The incentive bonus will be paid in three installments with the first payment of \$2,500 occurring at the completion of one month of employment, a second payment of \$2,500 at completion of six months of employment, and a final payment of \$3,000 upon completion of the 12-month probationary period.

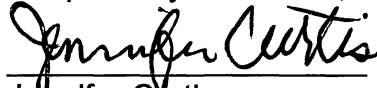
COUNCIL POLICY CONSIDERATION:

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 fiscal impact of this action is estimated at \$10,000 to \$20,000 annually, depending on the number of lateral Police Dispatchers and Police Officers hired. The resources necessary to fund the lateral hire incentive bonuses are available in the Police Department's FY 18 Operating Budget.

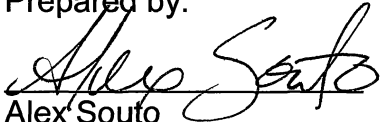
Respectfully Submitted,



Jennifer Curtis

Director of Human Resources


Prepared by:



Alex Souto

Human Resources Manager

Approved by:



Steve Mermell

City Manager

Attachments:

1. Side Letter of Agreement: LIUNA
2. Side letter of Agreement: PPOA