

Agenda Report

August 20, 2018

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE OFFICERS ASSOCIATION FOR THE TERM OF JULY 1, 2018 - JUNE 30, 2021

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 Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Police Officers Association (PPOA) for the term of July 1, 2018 through June 30, 2021.

BACKGROUND:

The Pasadena Police Officers Association (PPOA) represents the Police Officers, Police Corporals, and Police Sergeants of the Pasadena Police Department. Employees in these classifications perform a variety of sworn law enforcement duties in support of the Department's six operating divisions, which include Field Operations, Air Operations, Community Services, Criminal Investigations, Strategic Services, and Administration. The existing three-year Memorandum of Understanding (MOU) between the City and the PPOA expired on June 30, 2018. Negotiations for a successor MOU began on February 14, 2018 and the parties reached a tentative agreement on July 23, 2018. On August 3, 2018, the PPOA membership ratified the tentative agreement.

The proposed three-year agreement provides for cumulative base pay increases of 8.5% for each rank over the term of the contract alongside other modest economic

enhancements to special assignments pays and uniform allowances, and an hourly rate increase for third-party funded movie details. Additionally, effective July 1, 2019 Officers and Corporals subpoenaed to be on-call for court during off duty hours will be provided with court on-call pay for court sessions during which the employee is in an on-call status. Lastly, in an effort to enhance the Pasadena Police Department's ability to attract and retain qualified recruits, the first three steps of the Police Officer salary scale will be eliminated, thereby increasing the entry rate by 7.5%.

The salary increases included in this agreement ensure that compensation for the City's sworn law enforcement personnel remains competitive in the labor market in order to facilitate the recruitment of new Police Officers, support the retention of experienced law enforcement personnel, and to encourage these skilled employees to seek career growth within the Pasadena Police Department.

The following is a summary overview of the key contract provisions:

1. Term: July 1, 2018 – June 30, 2021
2. Salary Increases:
 - a. Effective July 23, 2018: 3%
 - b. Effective the pay period that includes July 1, 2019: 3%
 - c. Effective the pay period that includes July 1, 2020: 2.5%
3. Special Assignment Pay:
 - a. Motorcycle Patrol, Helicopter Observer, Field Training Officer Coordinator, and Gang Detail Premiums:
 - i. Effective July 1, 2019: Increase to 4% of base pay (from 3.75%)
 - ii. Effective July 1, 2020: Increase to 5% of base pay (from 4%)
 - b. Helicopter Pilot Premium:
 - i. Effective July 1, 2019: Increase to 9% of base pay (from 8.75%)
 - ii. Effective July 1, 2020: Increase to 9.5% of base pay (from 9%)
 - c. Field Training Officer:
 - i. Effective July 23, 2018: Increase to \$4.00 per hour (from \$3.00) for each hour the officer is assigned a trainee
4. Court On-Call Subpoena Pay: Effective July 1, 2019, Officers and Corporals subpoenaed to be on-call for court during off-duty hours will receive two hours of court on-call pay at the straight time base rate for each off duty court session (morning and/or afternoon) that the unit member is on-call.

5. Uniform Allowance: Increase to \$1,000 annually (from \$850 annually)
6. Movie Detail Rate:
 - a) Non-Supervisory Assignment
 - a. Effective July 23, 2018: \$85 per hour (from \$70 per hour)
 - b. Effective July 1, 2020: \$95 per hour (from \$85 per hour)
 - b) Supervisory Assignment
 - a. Effective July 23, 2018: \$105 per hour (from \$95 per hour)
 - b. Effective July 1, 2020: \$115 per hour (from \$105 per hour)
7. This agreement includes a number of non-economic language cleanup items.

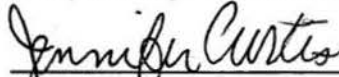
COUNCIL POLICY CONSIDERATION:

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

FISCAL IMPACT:

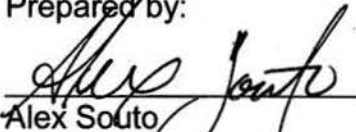
The fully burdened fiscal impact of the proposed three-year agreement is approximately \$12.6 million over the term of the contract, inclusive of anticipated increases to retirement costs on all pensionable compensation. The FY 2019 cost of the agreement is approximately \$1.3 million. The Police Department's FY 19 Operating Budget includes some additional funding in anticipation of negotiated wage increases. However, staff will monitor personnel expenses and request a supplemental appropriation during the fiscal year if necessary.

Respectfully Submitted,



Jennifer Curtis
Director of Human Resources

Prepared by:



Alex Souto
Human Resources Manager

Approved by:



Steve Mermell
City Manager

Attachments:

1. Pasadena Police Officers Association Memorandum of Understanding - July 1, 2018 – June 30, 2021.