



# Agenda Report

October 1, 2018

**TO:** Honorable Mayor and City Council  
**FROM:** Department of Human Resources  
**SUBJECT: ADOPTION OF NON-REPRESENTED MANAGEMENT SALARY RESOLUTION**

## **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 the Non-Represented Management Salary Resolution

## **BACKGROUND:**

The City Council establishes by resolution the salaries and benefits for classifications that are not represented by an employee association or union. The City Council may adopt salary resolutions to make adjustments to salaries and benefits for non-represented employees. The sworn Police Management classifications of Police Lieutenant, Police Commander, and Deputy Police Chief are unrepresented, and the salaries and benefits for individuals in these classifications are established in the Non-Represented Management salary resolution.

On August 20, 2018, the City Council approved a three-year Memorandum of Understanding with the Pasadena Police Officers Association (PPOA) that provided for cumulative base pay increases of 8.5% 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. As a result of the PPOA's contracted salary increases combined with other differences in total compensation, the differential between Sergeant and Lieutenant has become compacted. In an effort to maintain reasonable salary differentials between sworn non-represented management and sworn represented non-management classifications in

NON-REPRESENTED MANAGEMENT SALARY RESOLUTION (POLICE MANAGEMENT)

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the Pasadena Police Department, and in order to incentivize the promotion and retention of skilled and experienced law enforcement personnel, staff has updated the Non-Represented Management salary resolution to reflect pay increases for FY 18 and FY 19 for sworn Police Management classifications. The updated resolution includes increases to base salaries, special assignment pays, uniform allowances and third-party funded movie detail assignments comparable to those recently approved for the PPOA.

The following is a summary of the key changes to the Non-Represented Management salary resolution:

1. Salary Increases:

a. Effective October 1, 2018, employees in the classifications of Police Lieutenant, Police Commander and Deputy Police Chief will receive salary increases as follows:

- Police Lieutenant – 3.5%
- Police Commander and Deputy Police Chief – 3%

b. Effective the pay period that includes July 1, 2019, employees in the classifications of Police Lieutenant, Police Commander and Deputy Police Chief will receive salary increases as follows:

- Police Lieutenant, Police Commander and Deputy Police Chief – 3%

2. Special Assignment Pay Increases (effective October 1, 2018):

- a. Motorcycle and Investigations Details – Increase by \$200 (from \$250 monthly to \$450)
- b. Gang Detail – Increase by \$100 (from \$350 monthly to \$450)
- c. Helicopter Detail – Increase by \$200 (from \$650 monthly to \$850)

3. Movie Details:

a. Effective July 23, 2018:

- Non-Supervisory Movie Details: \$85 per hour
- Supervisory Movie Detail: \$105 per hour

b. Effective July 1, 2020:

- Non-Supervisory Movie Details: \$95 per hour
- Supervisory Movie Detail: \$115 per hour

4. Uniform Allowance: Increase by \$150 (from \$850 annually to \$1,000) effective October 1, 2018
5. This updated resolution 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 increases is approximately \$761,000 through June 30, 2020, inclusive of anticipated increases to retirement costs on all pensionable compensation. The FY 2019 cost of the increases is approximately \$166,000. The Police Department's FY 19 Operating Budget includes some additional funding in anticipation of recommended 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:



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Human Resources Manager

Approved by:



STEVE MERMELL  
City Manager

Attachments:

1. Non-Represented Management Salary Resolution