

Agenda Report

August 9, 2021

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE OFFICERS ASSOCIATION

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 Pasadena Police Officers Association (PPOA).

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 Patrol, Air Operations, Community Relations, Criminal Investigations, Strategic Services, and Administration.

The most recent Memorandum of Understanding (MOU) between the City and the PPOA expired on June 30, 2021. Negotiations for a successor agreement began on April 19, 2021 and the parties reached a tentative agreement on July 19, 2021. It is anticipated that the PPOA membership will ratify the tentative agreement soon.

The following is a summary overview of the key provisions included in the Side Letter of Agreement:

1. Term: Extend the existing Memorandum of Understanding for nine (9) months, from July 1, 2021 – March 31, 2022
2. Salary Increase: Bargaining unit members employed with the City on the date of City Council approval of this Agreement will receive a base pay increase of one-half of one percent (0.5%) retroactive to July 5, 2021.
3. Hours of Work / Work Schedules:
 - a. Overtime: Effective August 16, 2021, the regular rate of pay will be calculated by dividing total compensation during the work period by regularly scheduled hours. This is a modification to the current overtime formula in which the regular rate of pay is calculated by dividing total compensation during the work period by total hours worked. The compensation components that comprise the regular rate of pay remain unchanged.
 - b. Compensatory Time: Effective upon City Council approval of this Agreement, bargaining unit members may elect to accrue compensatory time off in lieu of overtime pay for overtime worked outside of their regularly assigned division, with the exception of overtime reimbursed by third party entities which continues to be compensable only as overtime pay. The existing compensatory time bank cap of 120 hours will remain unchanged.
4. This Agreement also includes non-economic language cleanup items related to medical benefits.

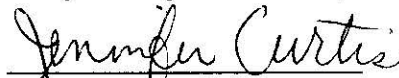
COUNCIL POLICY CONSIDERATION:

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 annualized fiscal impact of the proposed Side Letter of Agreement is approximately \$400,000. The Police Department's FY 22 Operating Budget includes sufficient funding to address the negotiated wage increases.

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 with Pasadena Police Officers Association