



Agenda Report

September 13, 2021

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 and Police Commander are unrepresented, and the salaries and benefits for individuals in these classifications are established in the Non-Represented Management salary resolution.

On August 9, 2021, the City Council approved a nine-month contract extension with the Pasadena Police Officers Association (PPOA) that provided for a cumulative base pay increase of 0.5% alongside a change to overtime calculations and how compensatory time may be accrued. PPOA members ratified the agreement. In an effort to maintain reasonable salary differentials between sworn management and non-management classifications in 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 a 1% pay increase effective September 13, 2021 for the sworn Police Management classifications of Police Lieutenant and Police Commander.

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 increase is approximately \$65,000. The Police Department's FY 22 Operating Budget includes sufficient funding to address the negotiated wage increase.

Respectfully submitted,



JENNIFER CURTIS
Director of Human Resources

Prepared by:



Michael Paliwoda
Senior Human Resources Analyst

Approved by:



STEVE MERMELL
City Manager

Attachments:

1. Non-Represented Management Salary Resolution