



Agenda Report

October 17, 2022

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 APRIL 1, 2022 - JUNE 30, 2026

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action herein is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) (Common Sense Exemption); and
2. Approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Police Officers Association (PPOA) for the term of April 1, 2022 through June 30, 2026.

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 Administration, Air Operations, Community Relations, Criminal Investigations, Patrol, and Strategic Services. The existing Memorandum of Understanding (MOU) between the City and the PPOA expired on March 30, 2022. Negotiations for a successor MOU began on February 22, 2022 and the parties reached a tentative agreement on October 3, 2022.

In recent months, multiple law enforcement agencies in the Southern California region, including the cities of Beverly Hills, Culver City, Glendale, Inglewood, Irvine, and Santa Monica have provided substantial wage increases over the course of multi-year contracts to their sworn law enforcement personnel and offered lateral transfer bonuses

of up to \$40,000 in response to increasing difficulties with the recruitment of new officers and the retention of existing personnel. Staff anticipates that this trend will continue as other agencies in the region negotiate similarly competitive salary increases with their law enforcement bargaining groups in the coming months as their contracts expire. As this occurs it will be necessary for the City of Pasadena to maintain pace with the labor market in order to avert high vacancy rates and/or lose its experienced personnel to other law enforcement agencies.

The proposed agreement with the PPOA provides for cumulative base pay increases of 15.0% for each rank over the term of the 51-month contract as well as an incremental increase in the Advanced POST premium pay. Attainment of an Advanced POST certification requires completion of a combination of college level coursework, law enforcement training, and up to 12 years of sworn law enforcement experience. Attainment of an Advanced POST certification reflects an advanced level proficiency as a law enforcement professional. The increase in the advance POST premium is designed to incentivize the retention of the Pasadena Police Department's trained and experienced personnel. Additionally, the proposed agreement includes other modest supplemental economic enhancements described in further detail below.

The increases included in this agreement are intended to ensure that compensation for the City's sworn law enforcement personnel remains competitive in an increasingly competitive labor market in order to facilitate the recruitment of new Police Officers and support the retention of trained and experienced law enforcement personnel.

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

1. Term: April 1, 2022 – June 30, 2026
2. Salary Increases:
 - a. Effective October 10, 2022: 4.5%
 - b. Effective the pay period that includes July 1, 2023: 4.5%
 - c. Effective the pay period that includes July 1, 2024: 4.0%
 - d. Effective the pay period that includes July 1, 2025: 2.0%
3. Educational Incentive Pay: Increase Advanced POST Certificate Pay as follows:
 - a. Effective the pay period that includes July 1, 2023: 2.0% (from 12.5% of base pay to 14.5% of base pay)
 - b. Effective the pay period that includes July 1, 2025: 2.0% (from 14.5% of base pay to 16.5% of base pay)

4. Special Assignment Pay: Provide unit members assigned to the Special Investigations Section (SIS) special assignment pay in the amount of 5% of base pay.
5. Court Appearance/Court On-Call Subpoena Pay: Provide unit members the option to receive compensatory time off at the applicable rate in lieu of pay for time spent on-call for court or in court.
6. Stand-by/On-call Pay: Increase to 2 hours of base pay on regular days off (from 1 hour).
7. Benefits:
 - a. Life Insurance: Increase coverage to \$100,000 (from \$50,000).
 - b. Dental Insurance: Increase coverage to 100% of family level PPO plan.
 - c. Sick Leave: Provide option for Sergeants to buy back sick leave in excess of 1,200 hours at 50% of value.
 - d. Tuition Reimbursement: Increase to \$2,000 annually (from \$850 and \$1,000) for all unit members.
8. Acting Assignment Pay: Modify MOU provision to exclude Advanced and Supervisory POST premium pays during the acting assignment period. Remuneration for those certifications will be included in the base acting rate of pay.
9. 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 51-month agreement is approximately \$24.6 million over the term of the contract, with ongoing expenses of approximately \$9.6 million dollars annually following expiration of the contract. The pro-rated FY 2023 cost of the agreement is approximately \$1.7 million. The Police Department's FY 23 Operating Budget includes 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,



ALEX SOUTO
Acting Human Resources Director

Prepared by:



Jaime Arellano
Senior Human Resources Analyst

Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachments: Pasadena Police Officers Association Memorandum of Understanding –
April 1, 2022 – June 30, 2026