



Agenda Report

February 26, 2024

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND PASADENA POLICE SUPERVISORS ASSOCIATION FOR THE TERM OF FEBRUARY 26, 2024 - JUNE 30, 2028

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);
2. Approve a Memorandum of Understanding (MOU) between the City of Pasadena (City) and the Pasadena Police Supervisors Association (PPSA), for the term of February 26, 2024 through June 30, 2028; and
3. Adopt a Resolution authorizing tax deferral of member paid contributions to the California Public Employees' Retirement System (CalPERS) for Pasadena Police Supervisors Association (PPSA) employees with membership in CalPERS.

BACKGROUND:

The Pasadena Police Supervisors Association (PPSA) represents fourteen full-time employees in the civilian classifications of Police Supervisor and Forensic Supervisor. The PPSA is a newly formed employee association whose terms and conditions of employment were formerly provided for in the Non-represented Management salary resolution. Therefore, the provisions of the Non-represented Management salary resolution served as the starting point for the negotiation of the PPSA's first MOU.

Negotiations for the PPSA MOU began on September 18, 2023, and the parties reached a tentative agreement on a new multi-year contract on January 12, 2024. The proposed 4-year agreement will have a term of February 26, 2024, through June 30, 2028.

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

1. Term: February 26, 2024 – June 30, 2028
2. Salary Increases:
 - a. Pay period that includes July 1, 2024: 1.75%
 - b. Pay period that includes July 1, 2025: 3.00%
 - c. Pay period that includes July 1, 2026: 3.00%
 - d. Pay period that includes July 1, 2027: 3.00%
3. Effective the pay period following Council approval, employees who are members of the bargaining unit will receive a one-time payment of five hundred dollars (\$500.00).
4. Effective the pay period that includes July 1, 2024, employees in the bargaining unit will move to a salary step system. Employees will move to the nearest step that is equal to or exceeds their then-current rate of pay.
5. Salary on Promotion: When an employee is promoted to a PPSA classification, they shall be placed at the lowest step in the salary range that will provide an amount equal to or greater than a one-step or 5% increase in compensation.
6. Shift Differential: Increase eligibility to receive shift differential for shifts that start at 2:00 PM.
7. Standby Pay: Provide one hour of pay for each regular workday and two hours of pay for each regular day off to employees placed on standby by the department.
8. Certification Pay:
 - a. Employees who earn a POST Public Safety Dispatcher certification will receive 2.5% of hourly base salary.
 - b. Employees who earn a POST Public Safety Dispatcher Supervisory certification will receive 5% of hourly base salary.
 - c. Employees who qualify for, and pass, the California Criminalistics Institute course "Latent Fingerprint Comparison" and who meet the qualifications set forth in the MOU, may receive 3% of base pay.

- d. Employees in the classification of Forensic Supervisor who possess Level II Crime Scene Analyst certification from the International Association for Identification (IAI), shall receive an additional \$100 per month.
 - e. Employees in the classification of Forensic Supervisor who possess Level III B Senior Crime Scene Analyst certification from the IAI, shall receive an additional \$200 per month.
9. Non-economic language changes: This agreement includes non-economic changes to language related to health benefits, bereavement leave, layoff procedures and floating holidays.

The City provides pension benefits to eligible members of the PPSA through the California Public Employees' Retirement System (CalPERS). To fund those benefits, both the employer and the employees make contributions pursuant to California Government Code and the City's terms and conditions of employment for the police and forensic supervisors. A separate resolution of the City Council (Attachment B) is required in order to continue the pre-tax basis for the employees' contributions.

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 4-year agreement is approximately \$900,000 over the term of the contract, with ongoing expenses of approximately \$338,000 annually following expiration of the contract, 100% of which will impact the General Fund.

The FY 2024 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,



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Human Resources Director

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Approved by:



MIGUEL MARQUEZ
City Manager

Attachment A – Pasadena Police Supervisors Association Memorandum of Understanding – February 26, 2024 – June 30, 2028

Attachment B – 414(h)(2) Resolution: Tax deferral of member paid contributions to CalPERS