

Agenda Report

July 8, 2024

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVE A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND PASADENA POLICE LIEUTENANTS ASSOCIATION FOR THE TERM OF JULY 1, 2024 - JUNE 30, 2028

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action in the agenda report 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 Lieutenants Association (PPLA), for the term of July 1, 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 Lieutenants Association (PPLA) employees with membership in CalPERS.

BACKGROUND:

The Pasadena Police Lieutenants Association (PPLA) represents fourteen full-time sworn management employees in the Police Department. The PPLA 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 PPLA's first MOU.

Negotiations for the PPLA MOU began on January 9, 2024, and the parties reached a tentative agreement on a new multi-year contract on June 11, 2024. The proposed 4-year agreement will have a term of July 1, 2024, through June 30, 2028.

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

1. Term: July 1, 2024 – June 30, 2028
2. Salary Increases:
 - a. Effective July 15, 2024, Police Lieutenants will be placed on a step schedule that will be created in order as follows:
 - i. Each step below the control rate will be 5% below the next higher step.
 - ii. Each Police Lieutenant will be placed on the step closest to, but not less than 3% more than their existing base pay.
 - iii. A new control rate will be established for the step-schedule at 22% higher than the sum of 1) the Police Sergeant top-step salary; 2) Police Sergeant Advanced POST (fourteen and one-half percent); 3) Police Sergeant Supervisory POST (two and one-half percent with a \$300/month cap); 4) Police Sergeant special assignment pay (five percent); equaling an increase of 3.8128% for all salary steps.
 - b. During the term of this MOU, the parties agree that the control rate for the Police Lieutenant salary step schedule shall be maintained as follows: twenty-two percent (22%) higher than the sum of the following: 1) Police Sergeant top step base pay; 2) Police Sergeant Advanced POST; 3) Police Sergeant Supervisory POST; 4) The highest Police Sergeant special assignment pay (current or new) exclusive of Pilot Premium; and 5) any new form of compensation (excluding Overtime, Benefits (as set forth in Article 18 of the PPOA MOU) and Leaves of Absence (as set forth in Article 17 of the PPOA MOU)) that impacts twenty-five percent (25%) or more of Police Sergeants' gross wages.
 - c. Police Lieutenants will be eligible for movement of 5% within the established salary schedule during the annual performance evaluation process as determined by the Police Chief.
3. Helicopter Pilot Pay: Effective July 15, 2024, Police Lieutenants who possess a valid helicopter pilot's license and are routinely and consistently assigned to the Air Operations section shall receive four and one-half percent (4.5%) of the base pay of a top-step Police Sergeant.
4. Bilingual Pay: Effective July 15, 2024, Police Lieutenants who routinely and consistently use bilingual skills as part of their job duties and who pass the City's

bilingual proficiency exam and if approved by Police Chief receive bilingual pay of \$140 per month.

5. Management POST Pay:
 - a. Effective the pay period that includes July 1, 2026, Management POST pay will be increased to five percent (5%) of base pay.
 - b. Effective the pay period that includes July 1, 2027, Management POST pay will be increased to five and one-half percent (5.5%) of base pay.
6. Movie Detail: Effective July 15, 2024, Police Lieutenants assigned to work Movie Detail will be compensated a minimum of six (6) hours per movie detail shift.
7. Overtime: Effective July 15, 2024, Police Lieutenants may be paid at time and one-half base pay (at a minimum of two hours) when authorized by the Police Chief to work in the following circumstances:
 - a. Watch Commander position coverage
 - b. Third party funded special events
 - c. Grant funded overtime events
 - d. Regional task forces
 - e. Foothill Air support details
 - f. SWAT events
 - g. Crisis negotiation team events
 - h. Major accident investigation team and criminal investigations
 - i. New Years' operations
8. Rose Bowl Pay: Police Lieutenants who work a Rose Bowl event shall receive a four-hour minimum at time and one-half the employee's base hourly rate. If the Rose Bowl event is cancelled with less than 24 hours' notice, employees scheduled to work will be paid four hours of straight time at the base hourly rate.
9. Dental: Effective July 15, 2024, the City will contribute up to 100% of the premium for the dependent level PPO Plan.
10. Retiree Medical Trust Fund: Effective July 15, 2024, the City will contribute three percent (3%) of base pay to a post-retirement medical fund for Police Lieutenants who are members of the Public Safety Employee Benefits Trust.

11. Auto Allowance: Police Lieutenants who are not assigned a take home vehicle will receive an auto allowance of \$500 per month.
12. During the term of this MOU, in light of the unique relationship between the Pasadena Police Officers Association (PPOA) and PPLA, Police Lieutenants shall receive any increase provided to Police Sergeants through negotiations with the PPOA to deferred compensation, retiree health, movie detail pay and/or bilingual pay. This provision sunsets on the last day of the MOU.
13. Non-economic language changes: This agreement includes non-economic changes to language related to health benefits, bereavement leave, grievance procedures, and layoff procedures.

The City provides pension benefits to eligible members of the PPLA 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 Police Lieutenants. 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 \$3 million over the term of the contract, with ongoing expenses of approximately \$1.2 million annually following expiration of the contract, 100% of which will impact the General Fund (101).

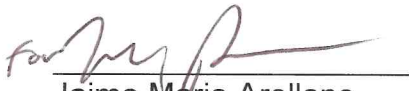
The FY 2025 Operating Budget includes additional funding in anticipation of negotiated wage increases. However, staff will monitor personnel expenses and request a supplemental appropriation during the fiscal year if necessary.

Respectfully Submitted,




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Human Resources Director

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Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachment A – Pasadena Police Lieutenants Association Memorandum of Understanding – July 1, 2024 – June 30, 2028

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