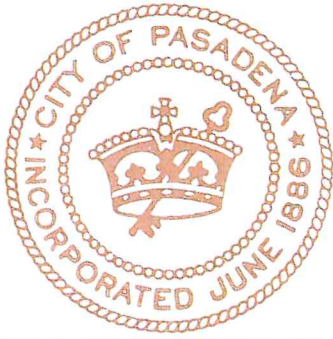




Agenda Report

July 13, 2026

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: **APPROVE A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE PASADENA POLICE OFFICERS ASSOCIATION FOR THE TERM OF JULY 1, 2026 - JUNE 30, 2029**

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action herein is exempt from the California Public Resources Code ("PRC") Section 21065 and within the meaning of California Environmental Quality Act ("CEQA") Guidelines Section 15378(b); 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 July 1, 2026 through June 30, 2029.

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 five operating divisions, which include Criminal Investigations, Special Operations, Field Operations, Support Services, and division of the Deputy Chief. The existing Memorandum of Understanding (MOU) between the City and the PPOA expired on June 30, 2026. Negotiations for a successor MOU began on December 11, 2025, and the parties reached a tentative agreement on June 16, 2026.

The increases included in this agreement are intended to ensure that compensation for the City's sworn law enforcement personnel remains competitive within an increasingly tight labor market, supporting both the recruitment of new Police Officers and the retention of trained and experienced personnel. The following is a summary overview of the key contract provisions:

1. Term: July 1, 2026 – June 30, 2029

2. Salary Increases:

- a. Effective the pay period that includes July 1, 2026: 2.25%
- b. Effective the pay period that includes July 1, 2027: 3.5%
- c. Effective the pay period that includes July 1, 2028: 3.25%

3. Market Study Adjustment:

- a. Effective the pay period that includes July 1, 2026: Each classification in the unit shall receive a base pay market adjustment of 1.0%

4. Addition of Salary Steps:

- a. Effective the pay period that includes July 1, 2028, Step 8 will be added to the classification of Police Officer. Step 8 will be 2.5% above Step 7.
- b. Effective the pay period that includes July 1, 2028, Step 5 will be added to the classification of Police Corporal. Step 5 will be 2.5% above Step 4.
- c. Effective the pay period that includes July 1, 2028, Step 6 will be added to the classification of Police Sergeant. Step 6 will be 3% above Step 5.

5. Longevity Pay: Effective the beginning of the pay period following completion of the required years of sworn service with the City of Pasadena, the City will provide longevity pay as follows:

Completion of Years of Service	Effective August 10, 2026	Effective the pay period including July 1, 2027	Effective the pay period including July 1, 2028
10 Years	N/A	N/A	2.50%
15 Years	4.00%	5.00%	7.00%
20 Years	5.00%	7.00%	10.00%

6. Special Assignment Pay:

- a. Effective August 10, 2026, provide unit members assigned to Special Weapons and Tactics (SWAT) special assignment pay in the amount of \$4.00 per hour for each hour spent in SWAT training and SWAT deployments.
- b. Effective the pay period that includes July 1, 2026, employees not regularly assigned to Motorcycle Patrol or Helicopter Observer duty (Flight Time Premium), shall be paid 5% of base hourly rate of pay for any hours temporarily worked in such collateral duty assignment.

- c. Effective August 10, 2026, employees not regularly assigned as aircraft/helicopter pilots shall be paid 9.5% of base hourly rate of pay for any hours temporarily worked in such collateral duty assignment.
 - d. Effective the pay period that includes July 1, 2026, unit members assigned to work movie detail shall be compensated as follows:
 - i. Non-Supervisory Movie Detail: \$115 per hour
 - ii. Supervisory Movie Detail: \$135 per hour
 - e. Effective the pay period that includes July 1, 2026, pay for unit members assigned as K-9 Officers and as Mounted Enforcement Officers for off-duty care of the animals will be increased from \$15.00 per hour at the time and one-half rate to \$18.57 per hour at the time and one-half rate. This rate will be increased as the City of Pasadena minimum wage increases.
7. Vacation Cashout: Effective calendar year of 2027, increase vacation cashout maximum from 72 hours to 80 hours.
8. Promotion: If an employee was in an acting assignment for a position into which they promoted for more than 12 months at the time of promotion, they shall promote to the step which will provide a base hourly rate of pay increase of at least 10%, but no more than the maximum step approved for the salary schedule.
9. Acting Assignment Pay: Effective with acting assignments that begin on or after the pay period that includes July 1, 2026, unit members acting in a higher classification will receive 5.5% temporary upgrade pay for taking on the full duties and responsibilities of the higher-level classification during the acting assignment period.
10. 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.

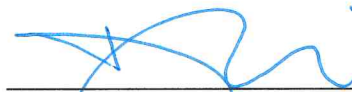
ENVIRONMENTAL ANALYSIS:

The proposed action is exempt from the CEQA pursuant to State CEQA Guidelines Section 15061 (b) (3), the "common sense" provision of CEQA (formerly the general rule), which applies to projects which may have the potential for causing a significant effect on the environment. The proposed action will not result in any new development or physical changes.

FISCAL IMPACT:

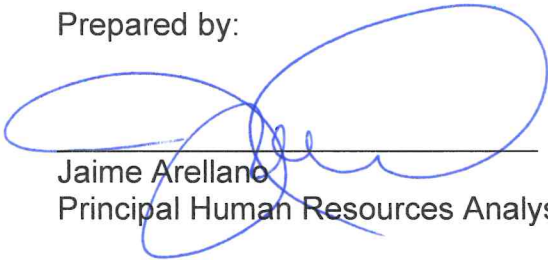
The fully burdened fiscal impact of the proposed 3-year agreement is approximately \$17.6 million over the term of the contract, with ongoing expenses of approximately \$9.6 million dollars annually following expiration of the contract. The FY 2027 cost of the agreement is approximately \$2.7 million, and 100% of the costs will impact the General Fund. The Police Department's FY 2027 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,



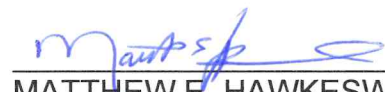
TIFFANY JACOBS-QUINN
Human Resources Director

Prepared by:



Jaime Arellano
Principal Human Resources Analyst

Approved by:



MATTHEW E. HAWKESWORTH
Interim City Manager

Attachments:

Attachment A – Pasadena Police Officers Association Memorandum of Understanding –
July 1, 2026 – June 30, 2029