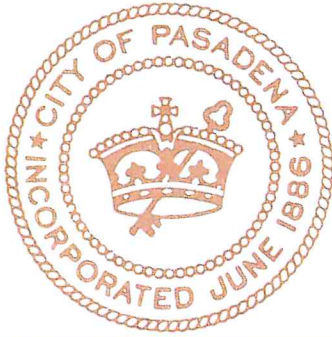




Agenda Report

July 13, 2026

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: APPROVE AN AMENDED MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PASADENA AND THE 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 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 an amended 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.

BACKGROUND:

The Pasadena Police Lieutenants Association (PPLA) represents fourteen full-time sworn management employees in the Police Department. Police Lieutenants serve at the division-head level and are responsible for administering a wide range of departmental programs and operations, including but not limited to Patrol, Community Services, Traffic, Professional Standards, Air Operations, Major Crimes, and Event Planning. The existing Memorandum of Understanding (MOU) between the City and the PPLA was approved by City Council on July 8, 2024.

Article 1 of the PPLA MOU provides that, during the term of the agreement, Police Lieutenants will receive any increases negotiated for Police Sergeants in the areas of deferred compensation, retiree health benefits, movie detail pay, and bilingual pay. This reflects the established connection between the Pasadena Police Officers Association (PPOA) and PPLA.

Further, under Article 6.1, the control rate for the Police Lieutenant salary schedule must remain 22% higher than the combined value of the following Sergeant-level compensation items:

1. Police Sergeant top-step base pay
2. Police Sergeant Advanced POST pay
3. Police Sergeant Supervisory POST pay
4. The highest special assignment pay received by any Police Sergeant (excluding Pilot Premium)
5. Any new form of compensation—other than overtime, benefits as defined in Article 18 of the PPOA MOU, and leaves of absence as defined in Article 17—that affects 25% or more of Police Sergeants' gross wages.

These provisions ensure that appropriate internal salary relationships are maintained, support continued interest in promotion to the Police Lieutenant classification, and strengthen the City's ability to retain skilled and experienced law enforcement personnel across all ranks.

Negotiations for a successor PPOA MOU began on December 11, 2025, and a tentative agreement was reached on June 16, 2026. Based on the provisions described above, the City is contractually required to incorporate corresponding changes into the PPLA MOU if the new PPOA MOU is approved by the City Council.

The following is a summary overview of the key contract provision changes:

1. Salary Increases:
 - a. Effective the pay period that includes July 1, 2026: 3.19%
 - b. Effective the pay period that includes August 10, 2026: 4.04%
 - c. Effective the pay period that includes July 1, 2027: 5.05%
2. Movie Detail Compensation:
 - a. 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
3. This amended agreement also 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:

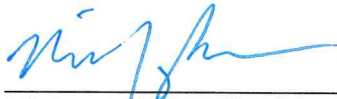
The fully burdened fiscal impact of the proposed amended 4-year agreement is approximately \$1.3 million over the remaining term of the contract, with ongoing expenses of approximately \$809,000 dollars annually following expiration of the contract. The FY 2027 cost of the amended agreement is approximately \$466,000, 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,



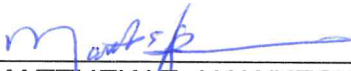
TIFFANY JACOBS-QUINN
Human Resources Director

Prepared by:



Michael Paliwoda
Principal Human Resources Analyst

Approved by:



MATTHEW E. HAWKESWORTH
Interim City Manager

Attachments:

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