

Agenda Report

TO: City Council

DATE: April 26, 1998

FROM: City Manager

SUBJECT: Ratified Agreement between City of Pasadena and Pasadena Police Officers Association (PPOA) for the term April 27, 1998 through April 24, 2000.

RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PPOA for the period April 27, 1998 through April 24, 2000; and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves.

BACKGROUND:

Representatives of the City and PPOA have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period April 27, 1998 through April 24, 2000.

Economic adjustments include the following:

1. Salary Adjustment - Effective July 6, 1998, the control rate for the classifications of Police Officer and Police Corporal (formerly Police Investigator) will be increased 2.5%.
2. Salary Adjustment - Effective July 5, 1999, the control rate for the classifications of Police Officer and Police Corporal will be increased 3.0%.
3. Health Insurance Premiums – Effective January 4, 1999, the City's contribution to the Employee Option Benefit Fund (EOBF) shall increase from \$275.89 to \$283.89 for "Employee Only," and from \$457.96 to \$488.27 for "Employee with Dependents."

Thereafter, during the term of this agreement, through April 24, 2000, the City will increase the contribution to the EOBFF in an amount equal to 100% of the average dollar change (increase or decrease) for the Kaiser South and PORAC plans. The rates in effect at the termination of this agreement shall then remain in effect until the parties mutually agree otherwise.

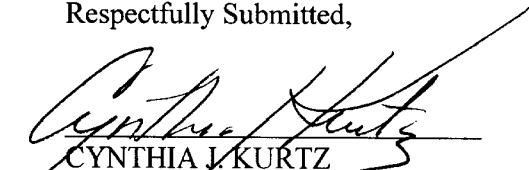
This tentative agreement was submitted to the PPOA membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The cost of a 2.5% increase for 178 PPOA employees in Fiscal Year 1999 is estimated at \$341,369, which includes anticipated benefit and burden costs. The maximum total cost of the salary adjustments over two years is \$768,285. Funds have been budgeted in the Personnel Reserves to cover the costs for Fiscal Year 1999.

The cost of increasing the health insurance premiums during Fiscal Year 1999 is \$11,821.

Respectfully Submitted,




CYNTHIA J. KURTZ
City Manager

Approved:




GALE E. HARRISON
Director of Human Resources

Concurrence:



JAY M. GOLDSTONE
Director of Finance

Agreement:



BERNARD MELEKIAN
Chief of Police