

Agenda Report

TO: City Council

DATE: August 3, 1998

FROM: Acting City Manager

SUBJECT: Tentative Agreement between City of Pasadena and Pasadena Police Sergeants Association (PPSA) for the term April 27, 1998 through April 26, 2001.

RECOMMENDATION:

It is recommended that the City Council adopt the Successor Memorandum of Understanding (MOU) between the City and PPSA for the period April 27, 1998 through April 26, 2001; and direct the Director of Finance to prepare a journal voucher allocating funds from the Personnel Services Reserves.

BACKGROUND:

Representatives of the City and PPSA have concluded the meet and confer process and have reached a tentative agreement on a MOU for the period April 27, 1998 through April 26, 2001.

Economic adjustments include the following:

1. Salary Adjustment - Effective July 6, 1998, the control rate for the classification of Police Sergeant will be increased 2.5%.
2. Salary Adjustment - Effective July 5, 1999, the control rate for the classification of Police Sergeant will be increased 3.0%.
3. Salary Adjustment - Effective July 3, 2000, the control rate for the classification of Police Sergeant will be adjusted by whatever amount is needed to maintain the classification at the 75th percentile of the market place. However, no increase will total more than 3.0%.

4. Education Pay - Effective the first payroll period following adoption of this MOU by the City Council, the bonus for possessing a Supervisory P.O.S.T. certificate will be increased \$25 a month, from \$125 to \$150. Effective the first payroll period following adoption of this MOU by the City Council, the bonus for possessing a Bachelor's Degree will be increase \$25 a month, from \$170 to \$195.
5. Education Pay - Effective April 26, 1999, the bonus for possessing a Supervisory P.O.S.T. certificate will be increased \$50 a month, from \$150 to \$200. Effective April 26, 1999, the bonus for possessing a Bachelor's Degree will be increase \$50 a month, from \$195 to \$245.
6. Bilingual Pay - Effective the first payroll period following adoption of this MOU by the City Council, qualified employees will be eligible for a monthly bilingual bonus of \$125. However, the Chief of Police shall have the discretion to determine which job assignments or critical positions require bilingual skills.

This tentative agreement was submitted to the PPSA 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.

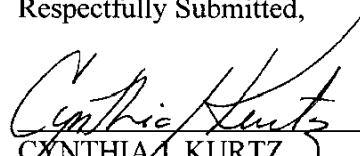
FISCAL IMPACT:

The cost of a 2.5% increase for 33 PPSA employees in Fiscal Year 1998 is estimated at \$77,432, which includes anticipated benefit and burden costs. The maximum total cost of the salary adjustments over three years, assuming a 3% increase in Fiscal Year 2000, is \$272,636. Funds have been budgeted in the Personnel Reserves to cover the costs for Fiscal Year 1998.

The cost of increases to Education Pay bonuses in Fiscal Year 1998 will be \$9,900. The cost of increases to Education Pay bonuses in Fiscal Year 1999 will be \$19,800.

The cost of the Bilingual bonus is not known at this time, since the number of employees who will be eligible for the bonus has not been determined.

Respectfully Submitted,


CYNTHIA J. KURTZ
Acting City Manager

Approved:


GALE E. HARRISON
Director of Human Resources

Concurrence:


JAY M. GOLDSTONE
Director of Finance