

**COUNTER PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION (PCCPOA)**

August 28, 2026

This proposal is presented by the Pasadena Area Community College District ("District") to the Pasadena City College Police Officers Association ("PCCPOA"), pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

All other provisions of the Collective Bargaining Agreement shall remain unchanged except as set forth below:

Article 8.1

Wages/Salary

8.1 Salary

- 1. The ~~POA~~ District proposes a salary increase for the year 2026-2027 in the amount of the state-funded COLA, not to exceed 2.50%, to be applied on July 1, 2026.**
- 2. ~~Additionally, POA proposes 2.5% salary increase to be applied on July 1, 2026, in addition to COLA increase.~~**
- 3. Unit members employed in the "Police Officer" classification will be increased from Range 53 to Range 55 of the salary schedule to be applied July 1, 2026.**
Article 8.1 of the 2025-2028 Collective Bargaining Agreement expressly limits the 2026-2027 salary reopener to negotiations "related to cell increases in the salary schedule." A range reallocation — which moves a classification to a higher range — constitutes a reclassification action, not a cell increase. Cell increases refer to adjustments to the dollar amounts within the existing cells of the salary schedule, applicable across the schedule.