

PROPOSAL FROM THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION ~~TO THE~~
~~PASADENA AREA COMMUNITY COLLEGE DISTRICT~~

April 30, 2024**June 11, 2024**

The collective bargaining proposal presented herein by the Pasadena City College Police Officers to the Pasadena Area Community College District is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below

ARTICLE 8
WAGES

~~1. Effective beginning the 2024-2025 fiscal year, the salary schedule shall be increased by 7% on schedule plus full COLA. Effective July 1, 2024, each cell of the Salary Schedule shall be increased by one-half of the state-funded Cost-of-Living-Adjustment (COLA) designated for community college in the State Final Budget for the fiscal year 2024-2025.~~

~~2. **CLERY, RECORDS, AND TRAINING SPECIALIST RANGE REALLOCATION:** Effective upon ratification of this Agreement, unit members employed in the "Clery, Records, and Training Specialist" classification will be increased from Range 50 to Range 52 of the salary schedule.~~

~~3. **POLICE OFFICER RANGE REALLOCATION:** Effective upon ratification of this Agreement, unit members employed in the "Police Officer" classification will be increased from Range 53 to Range 55 of the salary schedule.~~

Issues to be addressed by the above requests:

Clery, Records, Training Specialist

This increase is necessary due to the increased responsibilities in the following areas:-

- ~~• NIBRS reporting became mandatory two years ago. The additional review and error resolution for police reports is very time-consuming (Beta entries now) and will increase tenfold once officers begin entering the data live.~~
- ~~• RIPA — RIPA (new responsibility as of 2? Years ago): Position is responsible for the secondary review of all RIPA entries and the final submission of RIPA reports to the DOJ.~~

- ~~Higher level of training and testing required for ACC (Agency CLETS Coordinator)~~
- ~~Point of Contact for DOJ for Hate Crime reporting, audit, education, and updating our public webpage to reflect the number of hate crimes reported each month~~
- ~~Use of Force reporting to DOJ, effective 4-1-2024, reporting changes from annually to monthly~~
- ~~CLETS training for new hires used to be within six months of the hire date; as of 1-1-2024, new hires must complete the training on their first work day. Compliance DOJ.~~
- ~~CLETS training for all employees changed from every two years to every year. This requires reminding employees of their due dates and tracking to verify that the training has been completed. Compliance DOJ.~~
- ~~Twitter Account Admin for our Department / Posting informational and emergent items.~~
- ~~Web Page Admin for the Police Dept. public web page (all changes to parking rules and regulations, information related to dates for purchasing parking permits, etc.)~~
- ~~Charge Point — Point of Contact for issues related to stations down / Communicating with the vendor to resolve.~~
- ~~Responsible for ensuring new POST SB2 requirements related to hiring and terminations are followed in EDI.~~

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Police Officer

This increase is necessary due to the increased responsibilities in the following areas:-

- * ~~Ongoing recruitment issues (unable to hire qualified candidates since 2019).~~
- * ~~Turnover — Since 2021, the department has lost 50% of its sworn patrolmen to neighboring municipalities.~~
- * ~~Lack of an attractive retirement plan (2% @ 62)~~
- * ~~Competitive job market for police officer. PCCPD is competing with neighboring agencies — PCCPD entry level salary ranks at the bottom half to comparable community colleges and surrounding city agencies.~~