

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

October 03, 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~~ **5%** ~~2.5%~~ ~~1.07%~~ of the state-funded Cost-of-Living-Adjustment (COLA) designated for community colleges in the State Final Budget for the fiscal year 2024-2025. ~~on schedule plus full COLA.~~

~~Effective upon approval by the Board of Trustees, all unit members shall receive a one-time off-schedule payment of \$2,000.00. This payment will not be subject to retirement withholding and therefore will not be considered reportable compensation for CalPERS/CalSTRS retirement purposes. Only unit members actively employed on the date of board approval will receive the one-time payment.~~

~~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 53 of the salary schedule.~~

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 5~~1~~**3** 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.~~

~~This MOU is subject to approval by the Board of Trustees. This MOU shall take effect upon its execution and approval by the Parties. MOU is non-precedential and may not be utilized as the basis for any current or future claim of past practice.~~

~~This Tentative Agreement does not modify the parties' rights or obligations under the current effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act (EERA). It is non-citable, non-precedential, and shall not be relied upon as the basis for the establishment of any past practice.~~