

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

September 29, 2025

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

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

**ARTICLE 12
UNIFORMS AND EQUIPMENT**

12.1 The cost of the purchase, lease or rental of any distinctive uniform required by the District, or other equipment, identification badges, emblems, and cards required by the District shall be borne by the District.

12.2 The District shall provide each employee covered by this Agreement, at the commencement of his or her employment, with such uniform and equipment as the District considers necessary for the performance of the employee's work assignment. The District will provide each College Police/Safety Officers employed by the District with a safety vest. Uniformed officers and detectives are permitted to wear external vest carriers, designated Model #GD2P00US0.

12.3 ~~During each fiscal year, the District shall provide each unit member with an annual uniform and equipment allowance as follows: College Safety Officers: \$1400.00 and Dispatchers: \$1000.00. Said uniform and equipment allowance shall cover the replacement, upkeep and maintenance of the unit member's uniform and equipment during the period of employment with the District. The allowance shall be dispersed as a reimbursement by the District. Reimbursement will be provided upon submission of a dated purchase receipt within 30 days of the purchase. All reimbursement requests must be submitted by the unit member to the District no later than April 30th of the fiscal year.~~

[Note: Reject.]

During each fiscal year beginning after an employee has commenced employment in a classification covered by this Agreement, the District shall provide each employee with an annual uniform and equipment allowance as follows: College Safety Officers: ~~\$1200.00~~ **\$1400.00** and Dispatchers: ~~\$800.00~~ **\$1000.00**. Said uniform and equipment allowance shall cover the replacement, upkeep and maintenance of the employee's uniform and equipment during the period of employment with the District. Employees shall receive their uniforms and equipment through a District Authorized Purchase Order with two District chosen authorized uniform vendors for expenditure during the applicable fiscal year that are approved by the Director of the Department or his/her designee. Purchase order requests must be submitted by the employee to the District within the fiscal year.

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52 12.4 Each employee is required to wear his or her uniform, properly laundered and of good
53 appearance, during all working hours. Each employee shall maintain his or her equipment
54 in good working order and dirt free.
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56 12.5 Upon termination of employment in a classification covered by this Agreement, the District
57 may require the employee to return to the District any uniform or parts thereof and
58 equipment in his or her possession.
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60 12.6 The District shall not be responsible for loss, destruction or damage to an employee's
61 personal tools or equipment.
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63 12.7 Employees are required to use District equipment and vehicles only for District-related
64 purposes.
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