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

January 10, 2023

The collective bargaining proposal 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 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

8.1 Salary

Effective upon the date of ratification and approval by the Board of Trustees, unit members shall receive a one-time off-schedule payment of \$3000, which shall be paid to unit members within sixty (60) days.

The salary schedule for 2022-2023 shall be increased by 45% on schedule plus full COLA retroactive to July 1, 2022.

Effective beginning the 2023-2024 fiscal year, the salary schedule shall be increased by 42.5% plus full COLA.

Effective beginning the 2024-2025 fiscal year, the salary schedule shall be increased by 42.5% plus full COLA.

Market Equity Adjustment: In addition to the aforementioned, the salary schedule for 2022-2023 for the Dispatcher classification shall be increased by 20%.

Dispatcher Range Reallocation: Effective upon ratification of this Agreement, unit members employed in the "Police Dispatcher" classification will be increased from Range 36 to Range 37 of the salary schedule.

During any year of this agreement, if another bargaining unit receives a negotiated increase (either one-time or on-schedule) greater than set forth herein, POA shall be entitled to an equitable adjustment to match the other unit.

8.2 Shift Differential

8.2.1 Rotation: A differential of two (2) ranges (5%) will be paid to bargaining unit members when members are involved in a rotational schedule plan. In the event the District discontinues shift rotation for some or all employees in the unit, the District shall be under no obligation to continue to pay employees who are not subject to shift rotation.

51 ~~8.2.2~~ Graveyard: An employee assigned to work more than 50% of their regular shift
52 during the Graveyard, defined as 6:00 p.m. to 6:00 a.m., shall receive a differential
53 of ~~two (2)~~ **three (3)** ranges (~~5%~~ **7.5%**) above his/her base rate of pay. **Temporary**
54 **shift assignments (overtime/cover/substitute) shall not qualify for the**
55 **differential.**

56
57 ~~8.2.3~~ **Swing Shift: An employee assigned to work 50% or more of their regular**
58 **shift between 2 p.m. and 11 p.m., shall receive a differential of two (2)**
59 **ranges (5%) above his/her base rate of pay.**

60
61 8.3 Employees are eligible for a service increment equivalent to one range upon completion
62 of seven (7) years of service; a second service increment equivalent to one range upon
63 completion of ten (10) years of service; a third service increment equivalent to one range
64 upon completion of fifteen (15) years of service; a fourth service increment equivalent to
65 one range upon completion of twenty (20) years of service; and a fifth service increment
66 equivalent to one range upon completion of twenty-five (25) years of service and a 6th
67 service increment equivalent to one range upon completion of thirty (30) years of service.
68 Service increments are awarded based on satisfactory performance evaluations and are
69 calculated from the first month of employment in which an employee is in paid status for
70 at least eleven (11) working days. A new service increment date must be computed after
71 a leave of absence or break in service.

72
73 8.4 POST Certificates. An additional two salary ranges (5%) shall be granted to each College
74 Police Officer who possesses an Intermediate Certificate. An additional two salary ranges
75 (5%) shall be granted to each College Police Officer who possesses ~~es~~ an Advanced
76 Certificate issued by the Commission on Peace Officer Standards and Training.
77 **Attainment of POST Certificates shall be in accordance with POST Regulations,**
78 **including 11 C.C.R. § 1101.**
79 **[Note: The requirements, including education, experience, and training below, for**
80 **attainment of POST certificates is governed by POST regulation and cannot be**
81 **modified by agreement between the District and POA.]**

82
83 8.5 Special ~~a~~Assignment pay **is compensation due a unit member for temporarily**
84 **working out of their classification, and shall be** limited to the assignments of Detective
85 and Field Training Officer, and/or **Senior Police Officer/Senior** Dispatchers. Special
86 Assignment pay shall be 5% for all time spent on such an assignment.

87
88 **When Special Assignments become available, the Chief shall notify eligible unit**
89 **members, who shall be entitled to submit an interest memorandum and participate**
90 **in an interview with the Chief of Police prior to selection or appointment for a**
91 **specialized position. Selection shall otherwise proceed pursuant to Policy 436 of**
92 **the Pasadena City College Police and Safety Services Policy Manual.**

93 ~~Certificate Terminology and Policy~~

94
95 ~~Except as may be noted, the following terms and polices apply to all certificate~~
96 ~~categories and levels:~~

97
98 ~~1. College Degree or College Unit Criteria Accreditation shall be from a national or~~
99 ~~regional accrediting body that is recognized by the Secretary of the United States~~
100 ~~Department of Education. For the award of a certificate, all degrees or units:~~

~~A. Shall be issued by and recorded on the transcript of an accredited community college, college or university, or~~

~~B. When issued by a non-accredited community college, college or university, the degree or units shall have been accepted and recorded on the transcript of an accredited community college, college, or university.~~

~~C. The unit member must submit the transcript to Human Resources to demonstrate satisfactory completion of a course(s).~~

~~2. Education Points For purpose of certificate qualifications:~~

~~A. One college semester or quarter unit equal one education point. 3. Years of Experience A. Must be full time employment in same job classification.~~

~~B. All years of experience must be obtained as an employee at Pasadena Community College District.~~

~~Intermediate Certificate Requirements~~

~~Degree or Education Points Years of Experience in Area Master's Degree and 1 year of experience Bachelor's Degree and 3 years of experience Associate Degree and 4 years of experience 45 Education Points and 5 years of experience 30 Education Points and 6 years of experience 15 Education Points and 8 years of experience~~

~~Advanced Certificate Requirements~~

~~Degree or Education Points Years of Experience in Area Master's Degree and 4 years of experience Bachelor's Degree and 6 years of experience Associate Degree and 9 years of experience 45 Education Points and 10 years of experience 30 Education Points and 12 years of experience~~

~~8.6 Senior College Officer. A College Police Officer assigned to the Senior College Police Officer position will receive a five (5) percent salary differential in addition to his/her regular rate of pay for the length of time he/she serves as Senior Officer. Those officers who meet the following requirements shall be eligible for designation as a Senior College Officer and shall receive a pay adjustment of five (5) percent above the Police Officer position:~~

- ~~An officer who has a minimum of ten (10) years of service time as a sworn law enforcement officer with the District, and who has completed two (2) special assignments with the Pasadena City College Police Department as an FTO and detective.~~

- ~~An officer who has a minimum of fifteen (15) years of service time as a sworn law enforcement officer, and who has completed one special assignment with the Pasadena City College Police Department as an FTO or detective.~~

8.7 ~~Police Dispatcher~~/Senior Police Dispatcher Certificate Program. An additional salary range (5%) shall be granted to each employee in this category who possess an Intermediate Certificate issued by the Pasadena Area Community College District. An additional salary range (5%) shall be granted to those possessing an Advanced Certificate issued by the Pasadena Area Community College District.

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FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION
