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**TENTATIVE AGREEMENT  
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE  
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION**

**August 16, 2022**

This tentative agreement between the Pasadena Area Community College District and 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 5**  
**PROBATIONARY PERIOD**

5.1 ~~The first year of e~~Employment in a classification covered by this Agreement shall be **subject to successful completion of** a probationary period.

**1. All dispatchers, and all full-time peace officers, shall serve a probationary period of twelve (12) months, commencing on the first date of paid service.**

**2. All other classified positions covered by this Agreement shall serve a probationary period of six (6) months, commencing on the first date of paid service.**

**3.** An employee who is transferred to a different job classification shall serve a new probationary period in the new classification without receiving credit for any time spent in a previous probationary status. An employee attains permanency in a position with satisfactory evaluation of work and progress during the probationary period and timely completion of all employment forms required by the District.

**4.** Employees who have permanent status in one class and who have been promoted to a higher class may be demoted involuntarily during the probationary period in the higher class to the former class without a right of appeal through the grievance procedure set forth in Article 14 herein.

5.2 Employees covered by this Agreement shall receive a salary increase of one step above the hiring rate upon satisfactory completion ~~of the~~ **one-year probationary period of paid service** following initial employment with the District.

5.3 If an employee transfers to a different classification covered by this Agreement, his or her salary will be adjusted to the first step in that range or to a salary in the new range which is at least equivalent to his or her present salary, whichever is higher. If the employee changes classification before reaching the fifth step of his or her current range, the employee's anniversary date shall remain unchanged. If the employee has reached the fifth step of his or her assigned range prior to reclassification, a new anniversary date shall be established which is twelve (12) months from the date of reclassification.

5.4 All probationary personnel shall comply with the following requirements as a condition of employment:

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1. Upon notification of employment, all new employees must have a physical examination.
2. All examinations shall be made by the District Physician or, in the absence of the District Physician, by a regularly licensed physician. The mandatory form for the examination is available in the Human Resources Office and must be filed with the Pasadena City College Human Resources Office within two months after the date of initial employment.
3. If the question of an employee's health is an issue with reference to his or her continued employment, the medical opinion of the District Physician shall be the final and determining judgment.
4. If a personnel physician or the District physician imposes limitations because of an employee's physical condition which would not permit continuing work in the employee's present assignment, the District will make every effort to reassign the employee to another position with which physical requirements are compatible. This action would presuppose that the necessary qualifications of education and experience for the position are possessed. If no such position is available, a leave of absence may be granted or eligibility for disability retirement determined.
5. All employees classified as Police Officers must continue to meet the standards of Government Code Section 1031 as a condition of continued employment in that classification.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

  

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Robert Blizinski (Aug 20, 2022 08:09 PDT)

Robert Blizinski  
Vice President, Human Resources

  

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Brian Cummins  
Director, Human Resources

  

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Joshua Taylor  
District Counsel

  

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Michael DeSpain (Aug 18, 2022 13:30 PDT)

Michael DeSpain  
POA President