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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:

**NEW ARTICLE  
RECLASSIFICATION**

**Classification**

~~All positions are classified on the basis of the actual duties performed rather than the person performing the duties. This process of job analysis results in a written "class description" for each position which lists typical duties and the minimum qualifications. The class description provides an objective means of assignment of title and range and furnishes a tangible basis for comparison with similar positions found in other organizations.~~

~~Definition. Reclassification means the upgrading of a position to a higher classification as a result of the gradual increase of the duties being performed by the incumbent in such position.~~

**Classification Review**

~~If there are permanent significant changes in the assigned duties and/or responsibilities within the prior calendar year, the employee may request a review in order to determine whether the position should be reclassified. To do this, a "duties statement" must be completed. This form should be obtained by the supervisor from the Human Resources Office. The employee may be visited at the work site, and the total assignment will be reviewed by the Reclassification Committee, including a meeting with the employee and the supervisor.~~

~~The Reclassification Committee shall be chaired by the Vice President of Human Resources, who shall be a non-voting member, and shall consist of two (2) appointees from Human Resources and two (2) appointees from POA.~~

~~Reclassification procedures commence in February of each year and approved changes are effective July 1, for the succeeding fiscal year. Reclassification will be reviewed by the administration in consultation with the employee (and POA). The decisions of the Executive Committee are final. The employee may request a written rationale for denials.~~

[Note: The District is struggling to see how these procedures may be applicable/useful/relevant to POA positions.]

52 NEW ARTICLE  
53 APPOINTMENTS

54 \_\_\_\_\_  
55 ~~Special Assignment Positions: The following positions are considered special~~  
56 ~~assignments:~~

- 57 \_\_\_\_\_  
58 ~~(a) Field Training Officer/Dispatcher~~  
59 ~~(b) Detective~~

60 \_\_\_\_\_  
61 General Requirements

- 62 \_\_\_\_\_  
63 ~~(a) Expressed an interest in the assignment~~  
64 ~~(b) Minimum of four (4) years of patrol/dispatcher experience as a sworn~~  
65 ~~police officer/dispatcher with the Pasadena City College Police~~  
66 ~~Department or prior California law enforcement agency~~  
67 ~~(c) Off probation~~  
68 ~~(d) Demonstrated ability as a positive role model~~  
69 ~~(e) Possess a POST Basic certificate~~

70 \_\_\_\_\_  
71 ~~Selection Process: The selection process for special assignments shall include the~~  
72 ~~following:~~

- 73 \_\_\_\_\_  
74 ~~(a) Notification to all eligible unit members~~  
75 ~~(b) Oral interview~~  
76 ~~(c) Supervisor evaluation~~  
77 ~~(d) Assignment by the Chief of Police~~

78 \_\_\_\_\_  
79 Duration of Special Assignment:

80 \_\_\_\_\_  
81 ~~Unit members shall not serve more than one (1) year as a Field Training~~  
82 ~~Officer/Dispatcher or two (2) years as Detective. Upon completion of a special~~  
83 ~~assignment, unit members will rotate into a regular schedule as outlined in article~~  
84 ~~6.18.~~

85 \_\_\_\_\_  
86 [Note: See Article 8.]

87 \_\_\_\_\_  
88 NEW ARTICLE  
89 RETIREMENT FOR POLICE OFFICERS

90 \_\_\_\_\_  
91 A. Retirement

- 92 \_\_\_\_\_  
93 ~~1. The District will provide all employees covered under this agreement with that~~  
94 ~~certain retirement program commonly known as "2.7% at age 57 Formula,"~~  
95 ~~which is based upon the retirement formula as set forth in the California Public~~  
96 ~~Employees' Retirement System (PERS).~~

97 \_\_\_\_\_  
98 [Note: The specific formula identified is part of CalPERS "safety" plan, which  
99 involves increased cost and increased administrative/PERS contract costs.]

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**NEW ARTICLE**  
**DEFINITIONS**

**For the purpose of this agreement, a “day,” “work day,” and/or “one day” is equal to the number of hours a unit member regularly works.**

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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