

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

October 28, 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 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~~ 1300.00 and Dispatchers: ~~\$800.00~~ \$900.00. 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. The District may require unit members receiving this allowance to provide documentation reconciling the aforementioned amounts. Employees shall receive their annual uniform and equipment allowance on the December pay warrant. Alternatively, Dispatchers may opt to dress in office attire by waiving the uniform allowance.
[Note: POA REJECTS District's 9/29/25 purchase-order proposal. Approximately 65-75% of the POA uniform allowance is spent on post-tax dry cleaning costs. Implementing a purchase-order system would eliminate dry cleaning reimbursement.]
- 12.4 Each employee is required to wear his or her uniform, properly laundered and of good appearance, during all working hours. Each employee shall maintain his or her equipment in good working order and dirt free.

- 12.5 Upon termination of employment in a classification covered by this Agreement, the District may require the employee to return to the District any uniform or parts thereof and equipment in his or her possession.
- 12.6 The District shall not be responsible for loss, destruction or damage to an employee's personal tools or equipment.
- 12.7 Employees are required to use District equipment and vehicles only for District-related purposes.