

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

**July 7, 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 8

### WAGES

## 8.1 Salary

**The salary schedule for 2025-2026 shall be increased by Fifty percent (50%) of the state-funded COLA retroactive to July 1, 2025.**

The parties agree that, for the 2026–2027 fiscal year, Article 8 shall be reopened exclusively for negotiations related to the salary schedule.

**The parties agree that, for the 2027–2028 fiscal year, Article 8 shall be reopened exclusively for negotiations related to the salary schedule.**

## 8.2 Shift Differential

8.2.1 Rotation: A differential of five percent (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.

8.2.2 Graveyard: An employee assigned to work more than 50% of their regular shift during the Graveyard, defined as 6:00 p.m. to 6:00 a.m., shall receive a differential of 5% percent ~~(5%)~~ above his/her base rate of pay. Temporary shift assignments (overtime) shall not qualify for the differential. Cover/substitute shift assignments shall be eligible for the differential when assigned to a graveyard shift for more than seven (7) consecutive working days.

- 8.3 Employees are eligible for a service increment equivalent to two and one-half percent (2.5%) upon completion of seven (7) years of service; a second service increment equivalent to two and one-half percent (2.5%) upon completion of ten (10) years of service; a third service increment equivalent to two and one-half percent (2.5%) upon completion of fifteen (15) years of service; a fourth service increment equivalent to two and one-half percent (2.5%) upon completion of twenty (20) years of service; and a fifth service increment equivalent to two and one-half percent (2.5%) upon completion of twenty-five (25) years of service and a 6th service increment equivalent to two and one-half percent (2.5%) upon completion of thirty (30) years of service. Service

increments are awarded based on satisfactory performance evaluations and are calculated from the first month of employment in which an employee is in paid status for at least eleven (11) working days. A new service increment date must be computed after a leave of absence or break in service.

- 8.4 POST Certificates. An additional five percent (5%) shall be granted to each College Police/Safety Officer who possesses an Intermediate Certificate. An additional five percent (5%) shall be granted to each College Police/Safety Officer who possess an Advanced Certificate issued by the Commission on Peace Officer Standards and Training. Attainment of POST Certificates shall be in accordance with POST Regulations, including 11 C.C.R 1101.
- 8.5 Special assignment pay is limited to the assignments of Detective and Field Training Officer, and Dispatchers. Special Assignment pay shall be 5% for all time spent on such an assignment.  
When Special Assignments become available, the Chief shall notify eligible unit members, who shall be entitled to submit an interest memorandum and participate in an interview with the Chief of Police prior to selection or appointment for a specialized position. Selection shall otherwise proceed pursuant to Policy 436 of the Pasadena City College Police and Safety Services Policy Manual.
- 8.6 Senior College Officer. Senior College Officer/Senior Dispatcher: A unit member who is assigned to perform out-of-class duties as a Senior College Police Officer or Senior Dispatcher, for more than five (5) days in a fifteen-calendar-day period, shall be entitled to a five (5%) percent increase in base salary for the period of time in which the unit member is assigned those out-of-class duties
- 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 five percent (5%) shall be granted to those possessing an Advanced Certificate issued by the Pasadena Area Community College District.