

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

November 12, 2025

The collective bargaining proposal presented herein by the Pasadena City College Police Officers to the Pasadena Area Community College District 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

The salary schedule for 2025-2026 shall be increased by 2.3% 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 cell increases in the salary schedule.

The parties agree that, for the 2027-2028 fiscal year, Article 8 shall be reopened exclusively for negotiations related to cell increases in 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.

POLICE OFFICER RANGE REALLOCATION: Effective upon ratification of this Agreement, unit members employed in the "Police Officer" classification will be increased from Range 53 to Range ~~57~~56 of the salary schedule.

[Note: POA reduces its range reallocation proposal to Range 56. As previously noted, POA police officers rank near the bottom in pay relative to comparable college PDs, neighboring departments, and newly established college PDs, including Mt. Sac. and Rio Hondo.]

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.

[Note: Per discussion in negotiations, the District withdrew its proposal to eliminate the rotational pay differential (11/4/25).]

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 ~~four (4)~~ **three (3)** ranges (~~10 7.5%~~) above his/her base rate of pay. Temporary shift assignments (overtime) shall not qualify for the differential. Cover/substitute assignments shall be eligible for the differential when assigned to a graveyard shift for more than seven (7) consecutive working days.

[Note: POA ACCEPTS.]

8.2.3 ~~**Swing Shift:** An employee assigned to work 50% or more of their regular shift between 2 p.m. and 11 p.m., shall receive a differential of one (1) range (2.5%) above his/her base rate of pay.~~

[Note: POA WITHDRAWS "swing shift" differential proposal.]

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

[POA withdraws longevity proposal.]

8.4 POST Certificates. An additional salary range (5%) shall be granted to each College Police/Safety Officer who possesses an Intermediate Certificate. An additional salary range (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.

[POA withdraws POST certificate proposal.]

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 salary range (5%) shall be granted to those possessing an Advanced Certificate issued by the Pasadena Area Community College District.
[POA withdraws POST certificate proposal.]