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~~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.]

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ARTICLE 11
BREAKS

~~Each employee in the unit who is scheduled to work for four or more consecutive hours shall receive two paid breaks of twenty (20) minutes each. Employees shall be subject to call during breaks, and shall remain within two (2) blocks of the campus or their assigned beat.~~

~~Each unit member who has worked four (4) or more consecutive hours shall receive a paid rest break of twenty (20) minutes. Each unit member who worked eight (8) or more consecutive hours shall receive a second paid rest period of twenty (20) minutes. Each unit member who worked twelve (12) or more consecutive hours shall receive a third paid rest period of twenty (20) minutes. Unit members shall be subject to call during breaks and shall remain within two (2) blocks of the campus or their assignment.~~

ARTICLE 12
UNIFORMS AND EQUIPMENT

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116 12.1 The cost of the purchase, lease or rental of any distinctive uniform required by the District,
117 or other equipment, identification badges, emblems, and cards required by the District
118 shall be borne by the District.
119
- 120 12.2 The District shall provide each employee covered by this Agreement, at the
121 commencement of his or her employment, with such uniform and equipment as the District
122 considers necessary for the performance of the employee's work assignment. The District
123 will provide each College Police/Safety Officers employed by the District with a safety vest.
124 Uniformed officers and detectives are permitted to wear external vest carriers, designated
125 Model #GD2P00US0.
126
- 127 12.3 During each fiscal year beginning after an employee has commenced employment in a
128 classification covered by this Agreement, the District shall provide each employee with an
129 annual uniform and equipment allowance as follows: College Safety Officers: ~~\$1400.00~~
130 ~~\$1300.00 \$1200.00 \$1100.00~~ and Dispatchers: ~~\$1000.00 \$900.00 \$800.00 \$700.00~~. Said
131 uniform and equipment allowance shall cover the replacement, upkeep and maintenance
132 of the employee's uniform and equipment during the period of employment with the
133 District. ~~The District may require unit members receiving this allowance to provide~~
134 ~~documentation reconciling the aforementioned amounts. The District shall provide~~
135 ~~and maintain, at its expense, weekly dry cleaning service for all unit members~~
136 ~~whose positions require the wearing of a uniform. The dry cleaning service shall be~~
137 ~~used only for District uniforms and shall be only for one uniform and one jacket per~~
138 ~~week.~~ Employees shall receive their annual uniform and equipment allowance on the
139 December pay warrant. Alternatively, Dispatchers may opt to dress in office attire by
140 waiving the uniform allowance.
141 **[Note: The POA will accept the proposed allowance amounts and dry cleaning**
142 **service provision, contingent upon the District agreeing to include uniform jackets**
143 **as a component of the agreement.]**
144
- 145 12.4 Each employee is required to wear his or her uniform, properly laundered and of good
146 appearance, during all working hours. Each employee shall maintain his or her equipment
147 in good working order and dirt free.
148
- 149 12.5 Upon termination of employment in a classification covered by this Agreement, the District
150 may require the employee to return to the District any uniform or parts thereof and
151 equipment in his or her possession.
152
- 153 12.6 The District shall not be responsible for loss, destruction or damage to an employee's
154 personal tools or equipment.
155
- 156 12.7 Employees are required to use District equipment and vehicles only for District-related
157 purposes.

158 POA request that any changes to Article 15 be applied retroactively to July 1, 2025.

159 **ARTICLE 15**
160 **HOLIDAYS**

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163 15.1 Holidays for which employees covered by this Agreement may be eligible are:

- 164
- 165 New Year's Eve Day
- 166 New Year's Day
- 167 Martin Luther King Jr. Day
- 168 Lincoln Day
- 169 Washington Day
- 170 Cesar Chavez Day
- 171 Spring Vacation Day
- 172 Memorial Day
- 173 **Juneteenth**
- 174 Independence Day
- 175 Labor Day
- 176 California Admission Day
- 177 Veteran's Day
- 178 Thanksgiving Day
- 179 Friday after Thanksgiving
- 180 Christmas Eve Day
- 181 Christmas Day Three (3) Days Winter Holiday
- 182

183 15.2 Holidays shall be observed on the dates shown on the District's calendar as approved by
184 the Board of Trustees.

185
186 15.3 When a holiday or alternative observance day falls on a scheduled workday, a regular full-
187 time employee covered by this Agreement shall receive such holiday at his or her full
188 regular rate of pay. When a holiday or alternative observance day falls outside the
189 employee's scheduled workweek, the employee shall receive compensation ~~for eight (8)~~
190 ~~hours at his or her straight-time rate in the amount equal to which the employee~~
191 ~~would have been paid for a normal work day at the rate of one and one-half (1 ½)~~
192 ~~times his or her regular hours of pay. For example, f For a holiday worked outside~~
193 ~~the employee's regular scheduled workweek, the employee shall receive~~
194 ~~compensation for eight (8) hours at his or her straight-time rate plus holiday pay~~
195 ~~outlined in Article 15.5 and sub-holiday as outlined in Article 15.~~
196 [Note: POA REJECTS the District's 11/12/25 proposal and maintains its counter-
197 proposal to update the CBA with explicit reference to California Education Code §
198 88206 for statutory minimum compensation standards.]

199
200 15.4 ~~For a holiday worked outside the employee's regular scheduled workweek, the~~
201 ~~employee shall receive compensation as set forth in Articles 15.3, 15.5, 15.8, and~~
202 ~~6.3.~~

203 [Note: A new section 15.4 has been created using the final sentence in 15.3. This
204 change establishes a clear link to Article 6.3, ensuring that employees whose
205 schedules result in a workweek exceeding 40 hours are explicitly covered and
206 compensated for overtime as per the terms of Article 6.3, in addition to receiving
207 applicable holiday compensation in Sections 15.3, 15.5, and 15.8 of the existing
208 CBA.]

209
210 15.45 All probationary and permanent employees who are part of the classified service shall be
211 entitled to holiday pay if they are in a paid status during any portion of the workday
212 immediately proceeding or following the holiday.
213

214 15.56 If an employee is required to work on a holiday, he or she shall receive compensation at
215 the rate of one and one-half (1 ½) times his or her regular rate of pay for each hour worked
216 on such holiday in addition to regular holiday pay.
217 [Note: POA REJECTS the District's 11/12/25 proposal. POA position: Maintain status
218 quo language.]
219

220 15.67 In lieu of holiday pay or compensation for time worked on a holiday as provided herein,
221 the employee and the District may agree to compensatory time off. Such compensatory
222 time off shall be scheduled by the District according to District needs, and shall be granted
223 by the District within twelve (12) calendar months following the date on which the holiday
224 occurred, or if not granted within such period, shall be paid in the manner set forth above.
225

226 15.78 If for any academic year during the term of this Agreement, the Governing Board of the
227 District determines that California Admission Day is to become a scheduled day of
228 instruction on the District's academic calendar, such holiday shall be converted to a
229 floating holiday for employees in the unit. An employee's utilization of such holiday must
230 create at least a three-day (3) weekend within the academic year in which the holiday
231 accrues; is subject to the employee providing his or her supervisor with not less than thirty
232 (30) calendar days' notice of the anticipated date of such holiday; and is subject to the
233 scheduling needs of the District. Any floating holiday must be used in the academic year
234 in which it accrues, and will not carry over into the next academic year. The floating holiday
235 shall be administrated in accordance with Section 15.4 through 15.6 above.
236

237 15.89 For any holiday ~~for which a unit member is required to work~~ worked, in addition to
238 compensation for hours worked at the applicable rate(s), unit members shall receive one
239 substitute holiday equivalent to the number of holiday hours worked. The substitute
240 holiday is not eligible for cash out, must be used within one year of the date it is received,
241 and does not carry over. The unit member shall be permitted to request the substitute
242 holiday if it is requested during the 12 month period. Denials of Sub-Holiday leave shall
243 cause the amount of leave requested to be converted to Vacation and added to a unit
244 member's accrued vacation bank, so long as the unit member has not reached the
245 vacation accrual cap under Article 16.5, in which case the requested leave is retained in
246 the Sub-Holiday bank.
247 [Note: POA REJECTS the District's 11/12/25 proposal. Status quo.]
248

249 ~~15.9 If an employee voluntarily agrees to work on a scheduled holiday, the employee~~
250 ~~shall receive holiday pay equal to the number of hours they would have been~~
251 ~~compensated at for a normal work day plus compensation at one and one-half (1~~
252 ~~½) times the employee's regular rate of pay for each hour worked on such holiday.~~
253 [Note: POA REJECTS the District's 11/12/25 proposal. The subject of holiday pay
254 compensation for employees working on a holiday is already defined by the
255 language in Articles 15.3, 15.5 and 15.8 of the existing CBA.]
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ARTICLE 33
TERM

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- 33.1 This agreement shall be effective July 1, 2025, and shall expire and otherwise be fully terminated at 12:00 midnight on June 30, 2028.
- 33.2 The terms of this agreement shall be a three (3) year contract. The Parties agree that the terms and conditions set forth in the provisions of this Agreement shall be in full settlement of all issues and items which have been negotiated, and shall have no further obligation to meet and negotiate during the term of this Agreement, except due to those District, legislative, or legal decisions causing effects to the bargaining unit, or by written mutual consent.
- 33.3 All members shall have available an electronic version of this Agreement on the District's website.

Signed and entered into this 30th day of April, 2026.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION





Robert Blizinski
Vice President, Human Resources

Michael DeSpain
POA President



Brian Cummins
Director, Human Resources