



CITY OF POMONA COUNCIL REPORT

October 2, 2017

To: Honorable Mayor and Members of the City Council

From: Linda Lowry, City Manager

Submitted By: Linda Matthews, Human Resources/Risk Management Director

Subject: **Adoption of Resolutions Approving 2.5% Salary Adjustment for Sworn Police Employees Effective October 1, 2017, Approving the Citywide Salary Schedule, and Amending the Fiscal Year 2017-2018 Operating Budget**

OVERVIEW

Recommendations - That the City Council adopt the attached resolutions:

1. Adjusting the salaries of the Pomona Police Officers' Association (PPOA) employees effective October 1, 2017, in accordance with the PPOA Memorandum of Understanding (MOU);
2. Adjusting the salaries of the Pomona Police Managers' Association (PPMA) employees effective October 1, 2017, in accordance with the PPMA MOU;
3. Adjusting the salaries of sworn Group A-3 of the Executive Management Group A and B employees effective October 1, 2017 in accordance with the Personnel Rules and Regulations for Executive Management Group A and B Employees;
4. Approving the Citywide Salary Schedule for all City employment classifications; and
5. Amending the Fiscal Year (FY) 2017-2018 Adopted Operating Budget by appropriating \$502,664 from General Fund Reserves.

Fiscal Impact- The estimated cost of the 2.5% salary increase is \$670,000 annually and \$502,664 for the remainder of Fiscal Year 2017/18. This increase will be funded from FY 2017-18 General Fund Reserves. Labor negotiations for FY 2018 are still underway.

Prior Council Action – None

EXECUTIVE SUMMARY

The proposed 2.5% increase for all sworn police personnel is being implemented pursuant to the 2016-2017 PPOA and PPMA MOUs and the Personnel Rules and Regulations for Executive Management Group A-B Employees. The proposed action also updates the citywide Salary

Schedule as required by law. The proposed increase is based upon the results of a salary survey of 14 comparison cities and becomes effective October 1, 2017. Finally, the action adjusts budget appropriations to fund the increase by reducing General Fund Reserves.

DISCUSSION

Pursuant to the 2016-17 PPOA MOU, effective October 1, 2014 and every October 1st thereafter, the top step salary for Police Officer will be adjusted to the higher of the median or mean salary of the fourteen (14) survey cities, not to exceed 2.5%. All other sworn positions are adjusted using the Police Officer position as the base. The City is still in negotiations with both sworn units for a successor MOU. Absent a new agreement, the terms and conditions for the existing MOU continue.

In accordance with the MOU, a salary survey was conducted by the Human Resources Department, and the results discussed with both PPOA and PPMA representatives. The salary survey shows that the classification of Police Officer is approximately 4.76% below the median and 4.84% below the mean (see Attachment 1). As a result, all sworn police salary ranges will be adjusted by the maximum of 2.5% effective October 1, 2017. The proposed salary ranges including the 2.5% adjustment are as follows:

Classification	Scale	Step 1	Step 5	Time Period
Police Officer	PS-0010	6,080	7,423	Monthly
Police Corporal	PS-0030	6,688	8,166	Monthly
Police Investigator	PS-0040	6,810	8,314	Monthly
Police Sergeant	PS-0050	7,830	9,561	Monthly
Police Lieutenant	PM-0010	9,397	11,473	Monthly
Police Captain	PM-0020	10,804	13,194	Monthly
Deputy Police Chief	EAP-005	136,128	166,242	Annually
Police Chief	EAP-0101	172,066	230,583	Annually

The updated Salary Schedule includes all job classifications and pay ranges for all represented and unrepresented employee groups. In accordance with the requirements of the California Code of Regulations, Title 2, Sections 570.5 and 571, the City must adopt and publically post a consolidated Salary Schedule for all City classifications. **The only material changes made to the Salary Schedule reflect the new salary rates for sworn police positions as described herein.**

Finally, approval of the Budget resolution adjusts General Fund appropriations by reducing the General Fund balance (reserves) because the FY 2017-2018 Operating Budget does not have sufficient appropriations to absorb the increase. To avoid an on-going reduction in the General Fund balance as a result of the increase, staff will pursue opportunities to fund the salary increase through negotiations with sworn labor groups, identified and predictable revenues, and reductions in operational expenses.

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Attachments

1. Police Officer Salary Survey as of August 2017
2. Resolution Adjusting PPOA Salaries
3. Resolution Adjusting PPMA Salaries
4. Resolution Adjusting Group A-3 Salaries
5. Resolution approving updated Salary Schedule
Exhibit A – Salary Schedule
6. Resolution Amending the FY 2017-18 Adopted Operating Budget