

**SIDE LETTER OF AGREEMENT**  
**BETWEEN**  
**CITY OF PASADENA**  
**AND**  
**PASADENA POLICE OFFICERS ASSOCIATION**

This Side Letter of Agreement (“Agreement”) between the City of Pasadena (“City”) and the Pasadena Police Officers Association (“PPOA”) amends the July 1, 2018 to June 30, 2021 Memorandum of Understanding (“MOU”) by amending the following articles:

**Article 3-Term**

- A. The term of this MOU shall be from July 1, 2021 through March 31, 2022.

**Article 15-Compensation, A. Salaries**

- 1. Effective July 5, 2021, base pay for each classification will be increased by one-half of one percent (0.5%).

**Article 16-Hours of Work/Work Schedules, C. Overtime**

- 3. Effective August 16, 2021, the regular rate of pay shall be calculated by dividing an employee’s compensation during the work period by their regularly scheduled hours. Special pays not included in the calculation of the regular rate of pay as of the date of City Council approval of this MOU will continue to be excluded.

**Article 16-Hours of Work/Work Schedules, D. Compensatory Time Off (Comp Time)**

- 5. Effective upon City Council approval of this MOU, unit members may elect overtime pay or compensatory time off for any overtime worked, within or outside of their regularly assigned division, with the exception of overtime reimbursed by third-party entities. Overtime that is reimbursed by third-party entities is compensable only as overtime pay.

**Article 18-Benefits, C. Medical Insurance & EOBF Allowance**

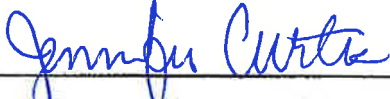
Officers and Corporals:

| <b>EOBF Opt-Out Allowance</b>  |             |
|--|-------------|
| Employees Hired <del>Into a Sworn Law Enforcement Classification</del><br>Prior to July 1, 2013    | \$1,106.15* |
| Employees Hired <del>Into a Sworn Law Enforcement Classification on</del><br>or After July 1, 2013 | \$400       |
| Employees Hired <del>Into a Sworn Law Enforcement Classification on</del><br>or After July 1, 2015 | \$400*      |

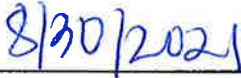
For the City of Pasadena



Steve Mermell, City Manager



Jennifer Curtis, Director of Human Resources



Date

For the PPOA



Roger Roldan, President

SAM UE SYLVA  
FOR ROGER ROLDAN

Robert Wexler-Rains, Lucia, Stern

Date

| Classification  |        | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |
|-----------------|--------|------------|------------|------------|------------|------------|------------|------------|
| Police Officer  | Hourly | \$ 44.3299 | \$ 45.4383 | \$ 46.5742 | \$ 47.7385 | \$ 48.9320 | \$ 50.1553 | \$ 51.4092 |
|                 | Annual | \$ 92,206  | \$ 94,512  | \$ 96,874  | \$ 99,296  | \$ 101,779 | \$ 104,323 | \$ 106,931 |
| Police Corporal | Hourly | \$ 51.6289 | \$ 52.9196 | \$ 54.2426 | \$ 55.5986 |            |            |            |
|                 | Annual | \$ 107,388 | \$ 110,073 | \$ 112,825 | \$ 115,645 |            |            |            |
| Police Sergeant | Hourly | \$ 59.2767 | \$ 61.0551 | \$ 62.8867 | \$ 64.7733 | \$ 66.7164 |            |            |
|                 | Annual | \$ 123,296 | \$ 126,995 | \$ 130,804 | \$ 134,728 | \$ 138,770 |            |            |