

Pasadena Police Department

- A Budget Breakdown-

Authors: Alicia Virani, The Gilbert Foundation Director, Criminal Justice Program, UCLA School of Law
Leah Gasser-Ordaz, Youth Justice Fellow, Criminal Justice Program, UCLA School of Law

This brief is the second in a series that explores the budgets of law enforcement agencies. Across Los Angeles County, police salaries comprise a significant amount of police budgets. These salaries are often determined through negotiations between police unions and municipalities, but it does not happen in a vacuum. Police unions may draw from other jurisdictions' MOUs to inform their bargaining process. In this case, at least 10¹ other law enforcement agencies in LA County direct that their base salaries be compared to Pasadena Police Department's (PPD) salaries for "informational" or "equity" purposes. In this way, analyzing specific provisions that lead to salary increases and determining how law enforcement agencies use budgeted dollars is a critical step in assessing police budgets and informing the public debate on whether and how they could be decreased across LA County.

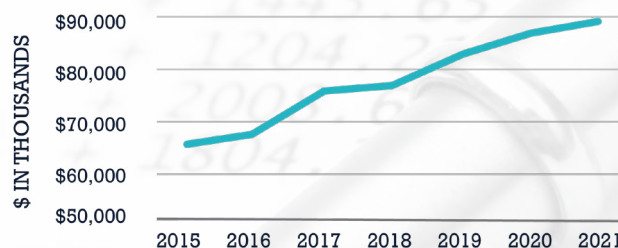
The following budget breakdown and analysis relies on 2019 data from Transparent California² and 2019 data received via California Public Records Act requests (CPRA) to the Pasadena Police Department (PPD).³

PPD Budget (2019): \$84,408,496⁴

Total personnel (2019): 375

Percentage of PPD's budget spent on sworn personnel's salaries: 44.6%

PPD Budget by Year



PPD'S 2019 BUDGET WAS

4x

more than the budget for Pasadena's Housing Department

6x

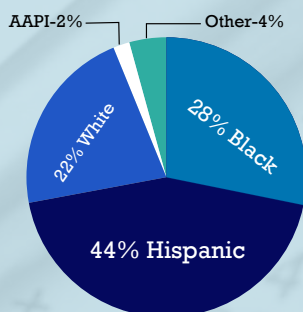
more than the budget for libraries and information services (which includes early childhood development)

42x

more than the budget for social and mental health services

A Snapshot of Arrests in Pasadena

Total arrests in 2019: 6,584



In 2019, the general population in Pasadena was:⁵

- 36% White
- 9% Black
- 35% Hispanic
- 17% Asian American/ Pacific Islander

32% OF PEOPLE ARRESTED WERE UNHOUSED

*An additional 195 records listed the address of the person arrested as a Pasadena-based shelter or the Department of Public Social Services (DPSS) office.

35% OF PEOPLE ARRESTED WERE UNEMPLOYED

24% OF PEOPLE ARRESTED WERE OVER THE AGE OF 50

ARRESTS PER POLICE OFFICER: 44

Pasadena Police Department – Exploring Overtime Pay

Almost one quarter of PPD's budget for salaries is spent on overtime. Between 2015-2019, the total PPD spent on overtime pay **increased by 43%**.

Sworn PPD personnel receive overtime which falls under one of the following four categories:⁶

1. **Emergency overtime** (overtime "necessitated by the immediate completion of work commenced during the employee's normal tour of duty, or requires an off-duty employee to be ordered to work.")
2. **Court overtime** (number of hours worked for civil or criminal court appearances)
3. **Holiday overtime** (for an employee who works on a legal holiday)
4. **Outside overtime** ("authorized employment requested by an organization, other than the police department, wherein police functions are to be performed.")

PPD's policy manual and the Pasadena Police Officers' Association contract (PPOA MOU) with the City of Pasadena allow for officers to be paid a minimum number of hours of overtime even if they do not work the full number of hours:

- The PPOA MOU gives officers a minimum of three hours overtime pay when they make an appearance in court, even if they only spend a few minutes in court. Overtime pay = time and a half.⁷
- PPD's policy manual allows for officers assigned to movie jobs to receive a minimum of six hours of overtime pay or the actual hours worked, whichever is greater.⁸

Total spent on Overtime in 2019: **\$8,937,198**

- Information received from PPD from September 2019-September 2020 indicates that close to \$2 million was spent on emergency overtime (this may be less than in most years given the intervening COVID-19 pandemic)
- Court overtime for calendar year 2019 amounted to \$82,316.
- PPD receives reimbursement from entities that contract its employees for outside overtime. In calendar year 2019, they received \$2.5 million in reimbursement. The rest is paid by PPD.

The below table highlights the five sworn officers (officers' names have been removed) who receive the highest in overtime pay. Almost all of them receive more in overtime pay than their base salary.

Rank	Base Salary	Overtime Pay	Other Pay	Lump Sum Pay	Total Salary (excluding benefits)
1. Police Corporal	\$107,489	\$159,348	\$16,719	\$1,468	\$285,024
2. Police Officer	\$106,168	\$157,325	\$20,176	\$3,489	\$287,158
3. Police Corporal	\$114,119	\$137,927	\$16,139	\$540	\$268,725
4. Police Sergeant	\$137,780	\$136,070	\$23,728	\$30,138	\$327,716
5. Police Officer	\$105,295	\$129,872	\$16,552	\$3,488	\$255,207

Pasadena Police Department – Exploring Other Pay

Total spent on Other Pay in 2019: \$4,206,574

“Other Pay” is a catchall term encompassing income that does not fall into regular pay, overtime, or benefits. Although only 8.6% of PPD’s budget for salaries is spent on Other Pay, between 2015-2019, the median Other Pay for officers increased **by over 300%**.

Special Assignments

PPD officers can receive special assignment pay for serving in the following assignments: Motorcycle duty; Aircraft/Helicopter pilot duty; Helicopter observer; Field Training Officer; Gang Detail (Special Enforcement Services);⁹ K-9 officer duty; and Collateral Assignment duty.

Before 2018, PPD officers received a flat rate per month to serve in these special assignments. Starting in 2018, a new MOU provision went into effect, and special assignment pay is now calculated as a percentage of an officer’s base salary.¹⁰

This change coincided with raises and shifts in base salaries for police. PPD Officers, Corporals, and Sergeants received a standard cost of living raise in 2018. Additionally, Officers and Corporals salary scales shifted, resulting in an average increase of 7.5% in their base salary.

Pay Increases for Special Assignments Over Time (per month, unless indicated otherwise)

Special Assignment	2015-2017	2018	2019	2020
Motorcycle Duty	\$300	3.75% base salary	4% base salary	5% base salary
Aircraft/Helicopter Pilot Duty	\$700	8.75% base salary	9% base salary	9.5% base salary
K-9 Officer Duty	3.5 hours overtime pay/week (including off-duty care)	10.75% of base salary + \$22.50/hour for time spent off-duty caring for canine + purchasing various animal supplies, vet bills, maintaining canine vehicle/field equipment (up to 10 hours per week)		

As base salaries continue to increase, the amount of pay that PPD employees receive for special assignment duty will also increase. Additionally, PPD’s MOU contain provisions that authorize regular increases in the percentage of base salary used to calculate special assignment pay.

Educational Incentive Pay

Other Pay also includes Educational Incentive Pay, where PPD officers, corporals, and sergeants are paid an additional amount based on their level of higher education at an accredited college, or by their level of state certification through the Commission on Peace Officer Standards & Training (“POST”).

In fiscal year 2019, PPD paid out \$1.8 million in Educational Incentive Pay

PPD’s MOU states that officers, corporals, and sergeants receive the following percentage of base salary for having an Advanced POST Certification, as compared to equivalent LAPD and LASD officers:¹¹

PPD	LASD	LAPD
12.5%	5.6%	2%

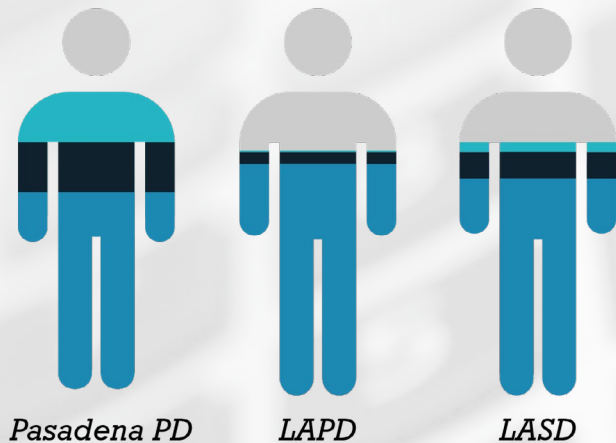
Sergeants with a Supervisory POST Certification (a level above the Advanced POST Certification) receive an additional 2.5% of base pay, up to \$300/month.

\$1.6 million, or 89%, of what was paid out in Educational Incentive Pay was for Advanced POST Certifications

How does PPD stack up to other departments and agencies?

PPD personnel's base salary is substantially higher than these other law enforcement agencies:

LAPD	LASD	Burbank PD	Glendale PD	PPD
\$68,569.92/year ¹²	\$71,501.40/year ¹³	\$85,940/year ¹⁴	\$88,658/year ¹⁵	\$91,748/year¹⁶



Overtime spending for PPD is higher than that of LASD and LAPD. If PPD reduced its overtime budget to equal the average overtime of LAPD, they would save \$4.6 million per fiscal year, the equivalent of 11% of their 2019 budget for salaries

Other Pay

Overtime Pay

Base Pay

COMPARISON ACROSS AGENCIES FOR PEOPLE WITH THE TITLE OF POLICE OFFICER

	Median Base Salary	Median Overtime	Median Other Pay	Median Total
Pasadena	\$99,463	\$28,252	\$13,872	\$145,068
Pomona	\$88,719	\$27,757	\$9,211	\$125,110
South Pasadena (2018)	\$79,910	\$25,400	\$5,861	\$114,528
Glendale	\$101,728	\$25,174	\$21,401	\$148,618
Burbank	\$84,266	\$21,800	\$45,128	\$150,578

Pay Categories Across Sectors in the City of Pasadena¹⁷



**TEACHERS IN
PASADENA RECEIVE
NO OVERTIME PAY**

Suggested Citation: Virani, A., Gasser-Ordaz, L. (2021). "Pasadena Police Department: A Budget Breakdown" Criminal Justice Program, UCLA School of Law.

Endnotes

- ¹ The law enforcement agencies that have such provisions are: Burbank Police Department; Claremont Police Department; Culver City Police Department; Gardena Police Department; Inglewood Police Department; La Verne Police Department; Monrovia Police Department; Pomona Police Department; Santa Monica Police Department; and West Covina Police Department.
- ² Transparent California, <https://transparentcalifornia.com>.
- ³ All data received pursuant to a California public records act ("CPRA") request from PPD is on file with the authors. The analysis contained in this report is based on salary and budget reports from 2019, unless otherwise stated.
- ⁴ 2019 Fiscal Year Police Budget, City of Pasadena, at p. 5, <https://www.cityofpasadena.net/finance/wpcontent/uploads/sites/27/2019-Section-19-Police.pdf?v=1614112172199>.
- ⁵ United States Census Bureau, QuickFacts, Pasadena, California, <https://www.census.gov/quickfacts/pasadenacitycalifornia>.
- ⁶ Pasadena Police Department Policy Manual (2020), at p. 693.
- ⁷ Memorandum of Understanding, Pasadena Police Officers Association, July 1, 2018-June 30, 2021 (hereinafter "PPOA MOU").
- ⁸ *Id.*
- ⁹ According to information obtained during the CPRA request process, PPD's Special Enforcement Section was disbanded in February 2020.
- ¹⁰ Agenda Report to the Mayor and Pasadena City Council Regarding Adoption of a Resolution Approving a Tentative Agreement for a Successor Memorandum of Understanding Between the City of Pasadena and the Sergeants Represented by the Pasadena Police Officers' Association for the Term of July 1, 2016-June 30, 2018, July 11, 2016, at p. 3.
- ¹¹ Los Angeles County Code § 6.10.105; PPOA MOU, at p. 15; Memorandum of Understanding No. 24 for Joint Submission to the City Council Regarding Police Officers, Lieutenant and Below Representation Unit, City of Los Angeles and the Los Angeles Police Protective League, at p. 43, Aug. 1, 2019-June 30, 2022 (hereinafter "LAPPL MOU").
- ¹² LAPPL MOU.
- ¹³ Memorandum of Understanding for Joint Submission Regarding the Peace Officers, County of Los Angeles and the Association for Los Angeles Deputy Sheriffs, Oct. 16, 2018-Jan. 31, 2021.
- ¹⁴ Memorandum of Understanding, City of Burbank and the Burbank Police Officers' Association, Oct. 20, 2019-June 30, 2021.
- ¹⁵ Memorandum of Understanding, City of Glendale and the Glendale Police Officers Association, July 1, 2019-June 30, 2022.
- ¹⁶ PPOA MOU.
- ¹⁷ For this table, because the lump sum pay is only a category delineated for PPD and not the other departments, we included lump sum pay in Other Pay. Lump sum pay for PPD was 2% of the overall budget for salaries.