

**MINUTES OF THE SPECIAL MEETING OF THE  
CITY COUNCIL OF THE CITY OF SOUTH PASADENA  
CONVENED THIS 19<sup>TH</sup> DAY OF DECEMBER, 2011 6:43 P.M.  
AMEDEE O. "DICK" RICHARDS, JR., COUNCIL CHAMBERS  
1424 MISSION STREET**

**ROLL CALL, PLEDGE OF  
ALLEGIANCE**

Mayor Pro Tem Cacciotti convened the open session of the special meeting of the City Council at 6:43 p.m. to discuss one item: labor negotiations. City Clerk Kilby called the roll. City Councilmembers present: Joe, Khubesrian, Putnam, and Schneider; and Mayor Pro Tem Cacciotti. Other officials present: Interim City Manager Gonzalez; City Attorney Adams; Special Legal Counsel Kreisler; Police Chief Payne; Fire Chief Wallace; Grants Analyst Perkosky; Human Resources Manager Cody; and City Clerk Kilby.

Councilmember Putnam led the Pledge of Allegiance.

**SPECIAL CLOSED SESSION  
ANNOUNCEMENTS**

City Attorney Adams announced that Mayor Pro Tem Cacciotti called the special meeting of the City Council to order at approximately 6:00 p.m. to discuss one Closed Session item. He reported that there was one member of the public wishing to speak to the Council on the item on the agenda, and the Council heard from that individual. The meeting was then recessed into Closed Session, he said, and ultimately all members of the City Council participated in Closed Session. The item discussed was labor negotiations allowed into Closed Session pursuant to Government Code Section 54957.6, concerning the South Pasadena Police Officers' Association. The City's negotiators, he said, were Interim City Manager Sergio Gonzalez and Legal Counsel Richard Kreisler, and they provided the Council with a briefing on this matter. The Council took no action, he said, and there is nothing further to report.

**PUBLIC COMMENT**

As requested by Mayor Pro Tem Cacciotti, City Attorney Adams announced that public comment at special meetings of the City Council must pertain to the item(s) on the agenda.

Speakers expressing opposition to the proposed unilateral implementation of the 2011-2012 Terms

and Conditions of Employment regarding the City and the South Pasadena Police Officers' Association were: Tony Abdalla, Sergeant and Watch Commander, South Pasadena Police Department (SPPD); Craig Cooper, Sergeant, SPPD; Mike Neff, Sergeant, SPPD; Robert Wexler, Attorney, POA; Tom Jacobs, SPPD; and Fernando Sandoval, SPPD.

David Margrave, 928 Buena Vista Avenue, expressed concern about labor negotiations and the state of the economy. He said many cities are asking employees to contribute to their benefits, and that some cities are implementing a two-tier retirement system. He provided other examples of employee-related measures cities are taking. He made related remarks about post-employment benefits. He said he distributed a report about this to the City Council.

Alan Ehrlich, 1633 Maple Street, said he changed his comments while listening to previous remarks. He said the best and the brightest officers have testified tonight. He expressed concern about those who have not spoken before the City Council. He said there is a need to improve training and the caliber of officers. If what is being offered leads to attracting "rejects" from other agencies, he said the City is going in the wrong direction.

**UNILATERAL  
IMPLEMENTATION OF  
2011-2012 TERMS AND  
CONDITIONS OF  
EMPLOYMENT  
REGARDING THE CITY OF  
SOUTH PASADENA AND  
THE SOUTH PASADENA  
POLICE OFFICERS'  
ASSOCIATION (POA)**

**RESOLUTION NO. 7194**

Interim City Manager Gonzalez presented the staff report on consideration of the unilateral implementation of 2011-2012 Terms and Conditions of Employment regarding the City of South Pasadena and the South Pasadena Police Officers' Association (POA), accompanied by PowerPoint slides. He, Finance Director Thai, Police Chief Payne, and Special Counsel Kreisler responded to questions. Discussion continued. Councilmembers made remarks about their high regard for and appreciation of public safety officers. They talked about their responsibility for the City's financial viability.

By roll call vote (5 ayes), the City Council adopted Resolution No. 7194, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, RESOLVING A FAILURE BY REPRESENTATIVES OF THE CITY AND THE SOUTH PASADENA POLICE OFFICERS' ASSO-

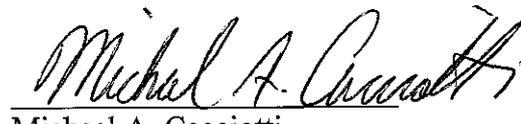
CIATION, TO AGREE UPON THE TERMS AND  
CONDITIONS FOR A FISCAL YEAR 2011-2012  
MEMORANDUM OF UNDERSTANDING BE-  
TWEEN REPRESENTATIVES OF THE CITY AND  
THE SOUTH PASADENA POLICE OFFICERS'  
ASSOCIATION.

(Putnam, Khubesrian)

**ADJOURNMENT**

By consensus, the City Council adjourned the  
meeting at 7:58 p.m.

  
Sally Kilby  
City Clerk

  
Michael A. Cacciotti  
Mayor Pro Tem