

**City Council
Agenda Memo**



**City Council
Meeting Date: August 14, 2014**

TO: Larry D. Gilley, City Manager

FROM: Ronnie C. Kidd, Managing Director for Administration

SUBJECT: Oral Resolution Ratifying the Meet and Confer Agreement between the City of Abilene and the Abilene Police Officers' Association

GENERAL INFORMATION

The Meet and Confer Agreement currently in effect between the City of Abilene (City) and the Abilene Police Officers' Association (APOA) is for the period October 1, 2011 through September 30, 2014. Accordingly, a team representing the City and a team representing the APOA have been in the negotiation cycle for the last several months to reach an agreement to be effective October 1, 2014.

Texas Local Government Code Chapter 142 provides for the meet and confer process. We believe the new agreement continues to provide benefits to both parties. Attached is a summary of the key points and/or changes reflected in the new agreement. The agreement covers a one year period October 1, 2014 through September 30, 2015 (fiscal years 2015).

Initially, the negotiating teams tentatively agreed upon a three year term. However, a majority of the APOA membership did not vote in favor of that agreement. The primary reason related to uncertainties surrounding a new work period definition for patrol officers provided for in the agreement. The term was adjusted to one year and ratification of the agreement has now been accomplished by a majority vote of the APOA membership.

FUNDING/FISCAL IMPACT

The proposed fiscal year 2015 budget under consideration by Council provides for a 3% across-the-board compensation increase for all employees, effective January 1, 2015. The meet and confer agreement reflects this compensation adjustment, subject to Council approval of the budget.

STAFF RECOMMENDATION

Staff recommends that the City Council ratify the Meet and Confer agreement between the City and APOA for the period October 1, 2014 through September 30, 2015.

ATTACHMENTS

Executive Summary of Police Meet and Confer Agreement
(Note: The entire agreement document is on file with the City Secretary should any Council member wish to review it.)

Prepared by: Name <u>Ronnie C. Kidd</u>	Item No. <u>6.4</u>	Disposition by City Council <input type="checkbox"/> Approved Ord/Res# <input type="checkbox"/> Denied _____ <input type="checkbox"/> Other _____ City Secretary _____
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**EXECUTIVE SUMMARY
POLICE MEET & CONFER AGREEMENT
FISCAL YEAR 2015**



- One year term
- Base Salary and Other Pay
 - ◇ Compensation – 3% Across-the-Board, effective January 1, 2015 subject to budget approval by City Council
 - ◇ Police Training Officer (PTO) Assignment Pay – increased the hourly rate to be paid when an officer is actively engaged in performing PTO assignments.
- Promotional Processes
 - ◇ Agreed to extend the life of a promotional eligibility list from one year to two years from the date it is established
- Article 15 – Overtime Pay (new Article in agreement) The purpose of this article is to provide the ability for the Police Chief to implement a new work schedule for Patrol
 - ◇ Overrides TLGC Chapter 142.0015, which addresses a police officer’s work week, in order to adopt a public safety work schedule provided for by the Fair Labor Standards Act (FLSA)
 - ◇ Cites the FLSA as the exclusive guideline for setting hours of work, pay cycles and determining overtime exceptions
 - ◇ Cites the FLSA statutory standards for the purposes of determining obligations to pay statutory overtime
 - ◇ Establishes a fourteen (14) day work period versus the traditional seven (7) day work period.