



**City Council
Agenda Memo**

City Council Meeting Date: 8/27/2015

TO: Robert Hanna, City Manager

FROM: Ronnie Kidd, Managing Director for Administration

SUBJECT: Oral Resolution: Ratifying the Meet and Confer Agreement for fiscal year 2016, 2017, 2018 between the City of Abilene and the Abilene Police Officers' Association. (Kidd)

GENERAL INFORMATION

The Meet and Confer Agreement currently in effect between the City of Abilene (City) and the Abilene Police Officers' Association (APOA) expires September 30, 2015. Accordingly, teams representing the City and the APOA have been in the negotiation cycle for the last several months to reach an agreement effective October 1, 2015, for a three (3) year term.

Texas Local Government Code Chapter 142 provides for the meet and confer process. We believe the newly negotiated 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 the three year period October 1, 2015 through September 30, 2018 (fiscal years 2016, 2017 and 2018).

APOA held its membership meetings to review the three year agreement during the week of August 10, 2015. APOA membership held its vote and its President has certified that the majority of the voting members have approved the three year agreement for fiscal years 2016 – 2018.

SPECIAL CONSIDERATIONS

N/A

FUNDING/FISCAL IMPACT

The proposed fiscal year 2016 budget under consideration by Council provides for a 3% across-the-board compensation increase for all employees, effective April 1, 2016. The meet and confer agreement reflects this compensation adjustment, subject to Council approval of the budget. Further, effective October 1, 2015, the agreement provides for Police Training Officer (PTO) assignment pay to be increased from \$1.50 per hour to \$3.00 per hour when tenured police officers are actively assigned to train new police officers. Additionally, the agreement provides for a new methodology for accruing holiday pay for police officers. An officer will accrue holiday hours equal to the amount of hours associated with her/his primary duty day shift (8, 10 or 12 hours). These items are included in the proposed FY 16 budget.

Finally, the agreement provides for a phased in approach to special holiday pay for officers working on a City-

designated holiday. Beginning October 1, 2016 officers working on the following holidays will receive an additional special pay of \$200.00 per day: Independence Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day. Effective October 1, 2017, the additional special pay will apply to all nine (9) of the officially designated holidays for officers working on those days.

The agreement contains reopener clauses in the second and third years to discuss base salary in concert with the preparation of the City's budget. Further, in the third year, the agreement provides for a minimum 2.5% across-the-board salary increase for all officers effective October 1, 2017. If other City employees receive an across-the-board increase greater than 2.5% of base salary, then police officers will receive an additional incremental increase to equate to the percentage increase received by other City employees at the effective date of the other City employee's increase.

These items will be appropriately reflected in the FY 17 and FY 18 budgets.

STAFF RECOMMENDATION

Staff recommends that the City Council ratify the Meet and Confer agreement between the City and APOA for the period October 1, 2015 through September 30, 2018.

(Note: The entire agreement document is on file with the City Secretary should any Council member wish to review it.)

BOARD OR COMMISSION RECOMMENDATION

N/A

ATTACHMENTS:

Description	Type
☐ Executive Summary of Police Meet and Confer Agreement	Executive Summary
☐ Police Meet and Confer Agreement 2016 - 2018	Exhibit



**EXECUTIVE SUMMARY
POLICE MEET & CONFER AGREEMENT
FISCAL YEARS 2016, 2017 & 2018**



- Three (3) year term – October 1, 2015 through September 30, 2018
- Base Salary and Other Pay
 - Year 1 (FY16)**
 - ◇ Compensation – 3% Across-the-Board, effective April 1, 2016 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 from \$1.50 to \$3.00 per hour
 - ◇ Officers will accrue holiday time based upon their primary duty day shift (8, 10 or 12 hours).
 - Year 2 (FY17)**
 - ◇ Compensation – officers will receive the same percentage increase that other City employees are approved to receive, with the same effective date
 - ◇ Add special holiday pay of \$200 per day for officers working on these four (4) holidays: Independence Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day
 - Year 3 (FY18)**
 - ◇ Compensation – a minimum 2.5% Across- the-Board salary increase for all officers, effective October 1, 2017. If other City employees receive an across-the-board increase greater than 2.5% of base salary, then police officers will receive an additional incremental increase to equate to the percentage increase received by other City employees at the effective date of the other City employee’s increase
 - ◇ Add special holiday pay of \$200 per day for officers working on the remaining five (5) holidays – total of nine (9) holidays
- Promotional Processes
 - ◇ Agreed to changes to the promotional processes for the ranks of Sergeant and Lieutenant to include adding a written examination component to determine which candidates move forward in the process
 - ◇ Agreed upon scoring methodology for the promotional processes, including removing seniority and education points from the calculation of the final score.
- Removed Article 11 – Strategic Review and Analysis as both Parties agreed it had served its purpose for the department and Police Administration has effective processes in place.
- Agreed upon a new methodology for providing hours in the Association Business Leave (ABL) Pool, whereby officers may make a one-time donation of up to 20 hours of sick leave to the pool. Further, retiring officers may make a donation of sick leave to the pool. Usage of the ABL pool is capped at 500 hours per year.
- Reopener clauses for discussion of base salary in Years 2 and 3 in conjunction with the budget process
- Both Parties agree to work together each year to gather and analyze comparator city salary and pay plan information