

# Police Meet and Confer Agreement



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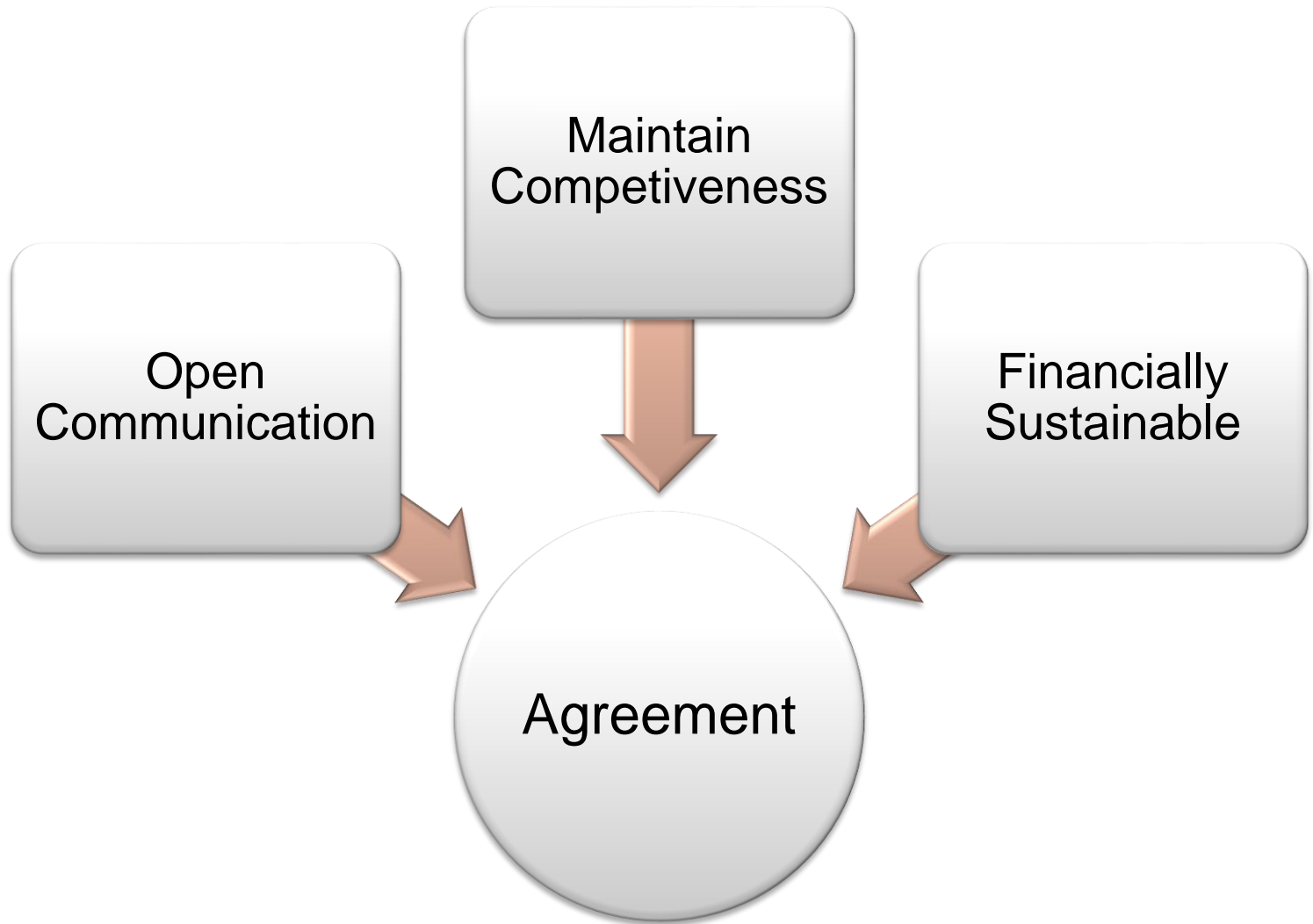


# City Team

- Jose Madrigal, DCM
- Rob Daake, ACM
- Joe Ellenburg, Assistant Police Chief
- Terry Welch, Assistant City Attorney
- Kathryn Usrey, HR Director
- Rodney Rhoades, CFO



# Goals





# Timeline

**March 24th:**  
Negotiation's  
Started

**June 25th:**  
Negotiations  
Concluded:

**July 8th:**  
Agreement  
Ratified by  
Association  
with 83%  
approval.

**July 21st:**  
Agreement  
Approval by  
Council.

**September  
30th:** Current  
Agreement  
Ends

**October 1st:**  
New  
Agreement  
begins



# Key Changes

## Police Officers Definition

- Judicial Supervisor or Marshal and Deputy Police Chief positions removed

## Market Data Definition

- Defined now as average rates of pay for benchmark cities plus 1.5%

## Duration of Agreement

- Two years to coincide with the Fire Meet and Confer Agreement
- Rollback election termination option if no agreement after 60 days on a modified agreement
- If Police Officers are granted property rights, due process or just cause rights in their employment if no agreement after 30 days.



# Key Changes

## Bulletin Boards

- Only allowed for the recognized bargaining agent currently the McKinney Police Association

## Payroll Deduction of Dues

- Only allowed for the recognized bargaining agent currently the McKinney Police Association

## Included Same Benefits Received by the Fire Fighters in their Meet and Confer Agreement

- Holiday Buy Back, Sick Leave Payout, Personnel Files and Grievance Procedure

## Minor Compensation Adjustments

- Market Data Definition, Clothing Allowance and Assignment Pay



# Notable New Sections

## Meeting Rights with the Chief

- Establishes regular monthly meetings between the Association and the Chief

## No Strike/No Lockout

- Association will not cause, counsel or permit

## MPA Communications

- Make reasonable effort to address operational and personnel matters to departmental management

## Management Rights

- Retain the sole, exclusive and vested right to manage the Departments and workforce in all respects.



# Conclusion

- Staff respectfully recommends approval of this agreement.