

# Police Meet and Confer Agreement

City Council  
August 3, 2021



# City Team



# McKinney Police Association

- Meet and Confer deliberations between the City and the Association were held on the following dates:
  - May 5, 2021
  - May 20, 2021
  - June 16, 2021



# Key Changes

- Pay scale and market adjustments

- Salary tables are based on the average minimum and maximum salaries of our ten comparison cities PLUS the following percentages:

- FY 21-22 – 1.5%
- FY 22-23 – 1.75%
- FY 23-24 – 1.75%
- FY 24-25 – 2.0%
- FY 25-26 – 2.0%
- FY 26-27 – 2.25%

# Key Changes

- Duration of agreement

- The previous agreement had a duration of 4 years (2017-2021)
- The proposed agreement has an initial duration of 4 years (2021-2025), but states “if neither the Association nor the City submits a letter of intent to negotiate a new Agreement by April 1, 2025, this Agreement shall be extended until September 30, 2027”, which would extend an additional two years.

- Clothing and Cell Phone Allowance

- The proposed agreement includes a \$50 per month cell phone allowance for all police officers.

# Key Changes

## ■ Sick Leave Payout

- The proposed agreement will remove the link to the TMRS retirement. All officers leaving the City of McKinney in good standing would receive their entire sick leave payout.

# Key Changes

- Notice to association when amending General Orders
  - Except in exigent circumstances, the Police Chief agrees not to amend MPD General Order 104.001, “Promotional Procedures,” MPD General Order 104.0024, “Peer Support,” MPD General Order 105.001, “Personnel Complaints; Investigation,” or MPD General Order 105.002, “Corrective Measures,” without first providing the Association a written notice at least thirty (30) calendar days in advance of any proposed amendment and allowing the Association an opportunity to consult the Police Chief about any proposed amendment to the foregoing General Orders; however, the decision of the Police Chief to amend any such General Order is final.

# Recommendation

- Staff respectfully recommends approval of this agreement.