

Police Meet and Confer Agreement

May 2, 2017



CITY TEAM



KEY CHANGES

Market Data Definition

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

Market Survey & Adjustment Updates

- Market surveys and any corresponding adjustments will now occur twice annually on January 1st & April 30th

Duration of Agreement

- Four year agreement
 - October 1st, 2017 – September 30th, 2021
- Maintained rollback election termination option if no agreement after 60 days on a modified agreement

KEY CHANGES

New Personal Day Added

- A new floating personal day has been added to the agreement

Streamlining of Sick Leave Payout

- 365 days notice of retirement for 100% of any eligible Sick Leave Payout reduced to 30 days notice

KEY CHANGES

Other Compensation Adjustments

- Stair-stepped On-Call Pay, Special Event Pay, and Holiday Buy Back Minimums

No Lockout/No Strike

- MPA will not cause, counsel, or permit

Management Rights

- Continue to retain the sole, exclusive, and vested right to manage the Departments and workforce in all respects

CONCLUSION

- Staff respectfully recommends approval of this agreement.

