



21-0677

**TITLE:** Consider/Discuss/Act on a Resolution Ratifying the Third Meet and Confer Agreement with the McKinney Police Association

**COUNCIL GOAL:** Safe and Security Community

**MEETING DATE:** August 3, 2021

**DEPARTMENT:** City Manager's Office

**CONTACT:** Barry Shelton, Assistant City Manager

**RECOMMENDED CITY COUNCIL ACTION:**

- Adopt Resolution ratifying the Fourth Meet and Confer Agreement with the McKinney Police Association (MPA).

**ITEM SUMMARY:**

- City and Association teams began substantive discussions in May of 2021 and concluded in July with consensus on the attached Fourth Meet and Confer Agreement.
- The amended agreement addresses items such as compensation and benefits for Police Officers and includes certain procedures and policies for the Police Department.
- Notable changes include:
  - The following modifications were made to the pay scale and market adjustments:
    - Salary tables are currently based on the average minimum and maximum salaries of the ten comparison cities, plus 1.5%.
    - The proposed agreement increases the salary tables from 1.5% above market average to 2.25% above market average over the six years of the contract.

- Duration of the contract changed from four years to four years with an optional two years if neither party wishes to renegotiate. The agreement initially terminates on September 30, 2025, but will extend to September 30, 2027 if the City and the Association choose not to renegotiate.
- Streamlined Sick Leave Payout process, removing the requirement to retire from TMRS in order to receive full payout.
- Made other compensation adjustments to clothing and cell phone allowances.
- The agreement has been ratified by the MPA membership.
- Ratification by the City Council through resolution will finalize the agreement.

#### **BACKGROUND INFORMATION:**

- Previous Council action pertaining to Police Meet and Confer:
  - December 1, 2008 - Resolution No. 2008-12-192-(R) passed recognizing the MPA for the purpose of Meet and Confer discussions.
  - First Amendment to the Meet and Confer Agreement May 12, 2012 - Resolution 2012-05-064(R).
  - Second Amendment to the Meet and Confer Agreement July 21, 2015 - Resolution 2015-07-082 (R).
  - Third Amendment to the Meet and Confer Agreement May 2, 2017 - Resolution 2017-05-103 (R).

#### **FINANCIAL SUMMARY:**

- This agreement gives structure to anticipated salary cost increases needed to maintain market competitiveness.

#### **BOARD OR COMMISSION RECOMMENDATION: N/A**

#### **SUPPORTING MATERIALS:**

[Resolution](#)  
[Agreement](#)  
[Presentation](#)