



## **AGENDA MEMORANDUM**

Future Item for the City Council Meeting of September 8, 2015  
Action Item for the City Council Meeting of September 15, 2015

**DATE:** August 31, 2015  
**TO:** Ronald L. Olson, City Manager  
**FROM:** Margie C. Rose, Deputy City Manager  
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### **Collective Bargaining Agreement – Corpus Christi Police Officers' Association**

#### **CAPTION:**

Motion authorizing the City Manager to enter into a collective bargaining agreement with the Corpus Christi Police Officers' Association for wages, benefits and working conditions based on the Tentative Agreement

#### **PURPOSE:**

Council authorization for the City Manager to enter into a collective bargaining agreement with the Corpus Christi Police Officers' Association for the period of August 1, 2015 through September 30, 2019.

#### **BACKGROUND AND FINDINGS:**

The City entered into collective bargaining negotiations with the Corpus Christi Police Officers' Association on April 30, 2015 and reached a Tentative Agreement on July 23, 2015. An election ratifying the Contract by the bargaining unit of the Police Department was held on August 28, 2015. The bargaining unit voted in favor of ratification.

The agreement includes the following changes and/or additions:

- 4 year agreement, August 1, 2015 through September 30, 2019
- 0% increase to base salary effective October 1, 2015;
- 0% increase to base salary effective October 1, 2016;
- 2% increase to base salary effective October 1, 2017; and
- 2% increase to base salary effective October 1, 2018;
- Effective January 1, 2019 the Employee Deposit rate will increase from 6% to 7%.
- Removal of the evergreen clause and instead agreed to a 4 year contract with a three year contract extension.
- Article 3: Association Rights
  - Time off for Association Vice President.
  - Increase in Association Pool Hours from 300 hours to 400 hours.
  - Removal of trustee of Association Health & Benefits Trust (Trust no longer

exists).

- Article 6: Management Duties
  - City will provide certain items to the CCPOA and its members either written or electronically.
- Article 7: Disciplinary Action
  - Internal Affairs clean up language to reflect current practice of using Complaints, instead of IIRs (internal information reports) and allowing the Internal Affairs Officer to designate a location for Internal Affairs interviews.
  - Requiring Officers to receiving copy of Complaint prior to Internal Affairs interview.
  - Allowing for an Officer, who appeals his/her discipline, and the City to jointly agree to attend mediation.
  - Police Department will use Chapter 143 (Civil Service Act) to calculate and determine any deadlines on when the Department can take disciplinary action.
  - Officers will be able to view audio/video of incidents involving officer before Internal Affairs interview.
  - Chief retains discretion in allowing Officers to use leave in lieu of suspension for those suspensions more than 30 hours.
  - Officers have a 30 day rebuttal for letters of reprimand.
  - Increase in disciplinary authority for supervisors.
- Article 9: Hours of Work
  - Drafting of Officers to work special events would occur two weeks prior to the event.
- Article 10: Salary & Benefits
  - Health Care Plan Updates to reflect current costs
  - Language allowing the City to make Health Care Plan changes to be in compliance with the Affordable Care Act and with federal and state laws, if necessary.
  - Clean up language on Clothing & Equipment and Patrol Pay.
- Article 11: Leave
  - Changes on use of Sick Leave Pool.
  - Clean up language to the Leave Buy Back article to match up with City's fiscal year.
- Article 13: Promotions
  - O. and P. Removal of language that was no longer applicable and adding phase out clause.
  - Contract training for newly appointed Lieutenants.
- Article 15: Health & Benefits Trust
  - Removal of Article because no longer exists.

#### **ALTERNATIVES:**

Not applicable.

#### **OTHER CONSIDERATIONS:**

Not applicable.

#### **CONFORMITY TO CITY POLICY:**

The attached Tentative Agreement conforms with all City and State policies and regulations.

**EMERGENCY / NON-EMERGENCY:**

Not applicable.

**DEPARTMENTAL CLEARANCES:**

Legal, Human Resources, Police and Finance

**FINANCIAL IMPACT:**

X Operating

☐ Revenue

☐ Capital

☐ Not applicable

<b>Fiscal Year: 2015-2016</b>	<b>Project to Date Expenditures (CIP only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Line Item Budget				
Encumbered / Expended Amount				
This item			\$5,883,012	\$5,883,012
BALANCE			\$5,883,012	\$5,883,012

Fund(s): This item affects multiple funds

**Comments:** Collective bargaining agreement for the period of August 1, 2015 through September 30, 2019.

**RECOMMENDATION:**

Staff recommends the ratification and execution of the collective bargaining agreement with the Corpus Christi Police Officers' Association for wages, benefits and working conditions based on the Tentative Agreement.

**LIST OF SUPPORTING DOCUMENTS:**

Tentative Collective Bargaining Agreement