

# City Council Agenda Memo

**From:** Casey Bell, HR/Risk Manager

**Council Meeting:** October 10, 2023

**Subject:** 2022 – 2024 Police Union Agreement

**Person(s) Responsible:** Casey Bell, HR/Risk Manager

## **Summary:**

The Teamsters Local Union No. 120 represents Police Department employees. The current agreement covers three (3) years and will expire on December 31, 2024. The existing agreement was updated to include 2024 salaries. The Union and City Administration recommend approval of the agreement. The 2024 budget contains the recommendation.

## **Background:**

City management meets annually with Union leadership to meet and confer and negotiate union agreements. The Police Department employees are covered under a Union Agreement which expires December 31, 2024. Teamsters Local Union No. 120 represents Police Department employees under this contract. The duration of the Union Agreement is three (3) years. Due to the fluctuation of sales tax and the local economy, the City has opted for salaries as an annual opener to ensure expenses of increase pay does not out pace revenues.

## **Item Details:**

A proposed update to the existing contract was negotiated to include 2024 salaries. The only open item for negotiation in 2024 was wages, unless both the City and the Union mutually agreed to open other portions of the agreement. City staff worked with Union Stewards and the Teamsters Business Agent for the Police Department group through meet and confer sessions to finalize the proposed agreement.

Personnel expenses related to the proposed agreement are accounted for within the proposed 2024 budget. A salary survey was completed in 2023, which indicated the City positions need to move an average of 3 salary grades to be competitive in the market. The City and Union reached an agreement to adopt the 2024 updated salary grades and implement employees into their 2024 salary grade by giving a 2% increase per grade adjusted plus the dollar value difference between the employees' current salary and their 2024 salary grade minimum. This is a 6% average grade adjustment increase.

The Police Department member group has accepted the proposed contract and City Council approval is needed to ratify the contract. This action will complete the process.

**Legal Consideration:**

There are no legal considerations at this time.

**Strategic Plan Consideration:**

Fiscal Responsibility – Negotiated items in the Union Agreement fit within proposed 2024 budget.

Sustainability – Negotiated wages in Union Agreement are competitive within the labor market to retain and attract talent while ensuring financial sustainability.

**Financial Consideration:**

The negotiated personnel expenses are accounted for within the proposed 2024 Budget.

**Options and Recommendation:**

The City Council has the following options:

1. Approve as presented
2. Amend
3. Deny
4. Move the item to a study session
5. Discuss / take no action / table

City Staff recommends approval of the agreement.

**Supporting Documentation:**

Agreement – clean

Agreement – marked