

MEMORANDUM OF UNDERSTANDING

CITY OF AVONDALE AND THE AVONDALE POLICE ASSOCIATION

City Council Meeting

February 16, 2016

NEGOTIATION TEAMS

AvPA

Sgt. Nick Nocella

Sgt. Paul Herrmann

Sgt. Jared Palacios

Off. Ryan Dodge

Off. Chad Drexler

Facilitator

Dennis Teel, FMCS

Administration

Gina Montes

Kevin Artz

Cherlene Penilla

Asst Chief Lynn Parkin

Kimberly Martinez

Support

Chief Dale Nannenga

Irma Gonzalez

Callie McGraw

PROCESS

- AvPA submitted their request to Meet and Confer in conformance with Ordinance 1323-808
- Management and AvPA representatives met and conferred from November 4, 2015 through February 3, 2016
- AvPA members ratified the MOU on February 8, 2016

AGREEMENT

- Substantially reincorporated existing MOU
- Agreement term is from July 1, 2016 through June 30, 2018.

KEY CHANGES

ARTICLE 4 EMPLOYEE COMPENSATION

- Section 4.1 Base Rates of Pay
 - Police Officers
 - 2016-17: Market Adjustment of 3.5% plus one step (2.5%) – 6% total
 - 2017-18: Market Adjustment of 2.5% plus one step (2.5%) – 5% total
 - Sergeants
 - 2016-17: Removal of Steps 1 and 2 plus two steps (5%)
 - 2017-18: Two steps (5%)

KEY CHANGES

ARTICLE 4 EMPLOYEE COMPENSATION

- Section 4.1 Base Rate of Pay
 - Clarifies placement on step plan upon promotion to sergeant
 - Places sergeants at Step 1 upon promotion and Step 2 upon probation completion
 - Section 4.3 Compensatory Time Off
 - Increase the maximum accrual rate of Comp Time from 105 to 150 hours (from 70 to 100 hours of overtime worked)
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KEY CHANGES

ARTICLE 4 EMPLOYEE COMPENSATION

- Section 4.5 Uniform and Ballistic Vest Allotments
 - Add administrative policy for uniform allowance to MOU
 - Allow option for reimbursement of uniform expenses in lieu of annual uniform check
 - Increase ballistic vest allowance from \$690 to \$1,200 (every five years)
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KEY CHANGES

ARTICLE 4 EMPLOYEE COMPENSATION

- Section 4.8 On Call Definition
 - Add language to clarify that time spent on court standby is eligible for on call pay
 - Clarify callback pay prior to shift start definition – when less than 3 hours before scheduled start time, compensation will be for time worked
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KEY CHANGES

ARTICLE 7 BENEFITS

- Section 7.4 Deferred Compensation
 - City will match employee contributions to a 457 Defined Contribution Plan up to a maximum of \$20 per pay period
 - Section 7.5 Light Duty for Non-Job Related Injuries and Illnesses
 - City will endeavor to establish an administrative policy for light duty for non-job related injuries and illnesses
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BUDGETARY IMPACT

ITEM	FY 2016-17	FY 2017-18
Wages	346,445	360,568
Benefits	102,155	112,782
Overtime	27,982	29,123
Ballistic Vest Allowances	10,400	10,400
Deferred Compensation	55,640	55,640
TOTAL	542,622	568,513

- 5.15 % increase in wages for FY 2016-17 -- \$346,445
- 4.85 % increase in wages for FY 2017-18 -- \$360,568

RECOMMENDATION

- Approve the Memorandum of Understanding between the City of Avondale and the Avondale Police Officers Association.