



Memorandum of Understanding

Avondale Police Association

March 5, 2018



Purpose

- Request Council Approval of MOU with Avondale Police Association



Negotiation Teams

Association

Off. Chad Drexler

Sgt. Paul Herrmann

Off. Ronald Bergeron III

Off. Russell Stewart

Off. Morgan Ayers

Off. William Penny

Facilitator

Dennis Teel

Management

Gina Montes

Kevin Artz

Cherlene Penilla

Asst. Chief Memo Espinoza

Kimberly Martinez

Support

Chief Dale Nannenga

Irma Gonzalez

Darcy Lowery



Agreement and Term

- Reincorporates existing MOU
- Agreement term: July 1, 2018 - June 30, 2020
- Summary to follow includes key changes



Article 1.1 Recognition

- Any committee that will discuss work conditions and/or wages will include the Avondale Police Association President or designee



Article 4 Employee Compensation

- Section 4.1 Base Rates of Pay
 - 2018-19: Market Adjustment of 2.5% plus one step (2.5%)
 - 5% total
 - 2019-20: Two step increase (2.5% per step) – 5% total
- Section 4.2 Specialty Pay
 - Pay for Field Training Officers and Supervising Sergeant to be paid by shift or actual hours worked
 - Specialty pay added for Community Action Team – 5% total



Article 4 Employee Compensation

- Section 4.4 Compensation for Holidays Worked
 - Establishes pilot program in which Patrol Bureau members can opt for a holiday leave bank in lieu of holiday premium pay for holidays work



Article 4 Employee Compensation

- Section 4.8 Post- Retirement Health Plan
 - Upon notification from AvPA of 100% member concurrence:
 - Creates mechanism to save for medical expenses after retirement
 - Mandates eligible unit member participation
 - Will deduct a percentage (1 -1.5%) of members' gross salaries per pay period and remit
 - Vacation and portion of sick leave may be transferred to the fund upon retirement or separation



Article 4 Employee Compensation

- Section 4.9 On Call Status/Call Back
 - Modified to pay unit members for actual time spent on telephone calls that occur while off duty
 - Minimum time paid will be 15 minutes, rather than a minimum of 2 hours



Article 5 Internal Affairs Committee

- Section 5.2 Chief of Police IA Committee
 - Reduced the number of mandatory Internal Affairs Policy Committee meetings from two annual meetings to one annual meeting



Article 7 Benefits

- Section 7.4 Deferred Compensation
 - City match of employee contribution to unit members' 457 plans increased from \$20 to \$25



Budgetary Impact

- FY 2018-19: Total wages, benefits, OT -- \$12,048,238
- FY 2019-20: Total wages, benefits, OT -- \$12,577,048
- Estimated increased costs from MOU:

ITEM	FY 2018-19	FY 2019-20
Wages	378,133	357,303
Benefits	148,000	139,890
Overtime	32,364	30,617
Deferred Compensation	7,670	--
Specialty Pay	32,466	33,995
TOTAL	598,633	561,805



Recommendation

- Request Council approval of MOU with Avondale Police Association