



# **City of San Marcos**

# **Police Meet and Confer**

September 6, 2022



# What is Meet and Confer?

- **Texas Local Government Code Chapter 142**
- **Process for sworn civil service employees and management to discuss interests regarding wages, hours of work and working conditions.**
- **Provides the opportunity to modify Texas Statutes, such as Civil Service (adopted October 30, 1974), through agreement of the Association and the City.**
- **The proposed agreement is our fifth agreement.**



# The Meet and Confer Process

- **The City and the SMPOA agreed to use the Interest Based Bargaining (IBB) Process and participated in IBB training.**
- **Each team brought issues and teams met jointly to identify common interests. The items that moved forward are reflected as changes in the recommended successor agreement.**
- **Upon agreement of parties, the successor agreement is presented to the Association membership for ratification.**
- **Upon ratification by the Association, the agreement is presented to the City Council for ratification and approval.**



# Negotiating Teams

## City Management

- Stephanie Reyes, Interim City Manager
- Linda Spacek, Director of Human Resources/Civil Service
- Chase Stapp, Director of Public Safety
- Anna Miranda, Interim Director of Finance

## San Marcos Police

## Officers' Association

- Jesse Saavedra, Corporal, President
- Erin Clewell, Sergeant
- John Dehkordi, Officer
- Daniel Duckworth, Corporal
- Lee Leonard, Commander
- Celedonio Mendoza, Officer
- Franco Stewart, Officer
- Danny Arredondo, CLEAT



# Negotiation Highlights

## Hiring and retention of officers:

- *Applicants with degree in social work, sociology, psychology, human services or human relations receive additional points.*
- *Provide higher starting pay for experienced officers (expansion of lateral entry).*
- *Hire certified officers without an entrance examination not required.*
- *Schedule for entrance examinations each spring and fall.*
- *Increase maximum age to fifty (50).*
- *Chief may rehire officer who voluntarily resigned in good standing within the prior 12 months.*



# Negotiation Highlights

## Encourage career growth through promotion:

- *Officers with Intermediate TCOLE certification may test for Corporal with 2 years of service (reduced from 4 years).*
- *Align training hours with current TCOLE class length.*
- *Promotional eligibility lists valid for 18 months following assessment.*
- *Add review of officer's performance as a factor of promotional examination process. (Year 2)*



# Negotiation Highlights

## Discipline / Officer Accountability:

- **Investigations & Disciplinary Suspensions**

- ✓ Time for Chief to file complaint:

- *Non-criminal violation - 180 days from occurrence*
- *Criminal violation - 180 days from Chief's discovery of act*
- *Sexual harassment – 300 days from occurrence*

- ✓ Time to take formal discipline:

- *Non-criminal violation – 180 days from date of complaint*
- *Criminal violation – 180 days from date of complaint; extended not to exceed 30 days following final disposition of criminal proceedings regarding alleged act*
- *Sexual harassment – 180 days from date of complaint*



# Negotiation Highlights

## Discipline / Officer Accountability: *(continued)*

- Expand eligibility for minor suspension substituting paid leave to waive arbitration rights to 120 hours.
- Authority of an Arbitrator/Third Party Hearings Examiner - Negotiation on this items will continue in year one of agreement.



# Negotiation Highlights

## Competitive wages:

- Base Pay:
  - Year 1 – 2%
  - Year 2 – 5%
  - Year 3 – 4%
- Increase shift differential and bilingual pay
- Add Certification pay in year two of the agreement, contingent on good faith negotiations regarding arbitrator authority in year one
- Additional pay for Corporals serving in the capacity of a Sergeant for a full shift or more



# Negotiation Highlights

## Financial Triggers:

- Clarify provisions regarding reduced sales tax and when contract discussions will be triggered in alignment with City's financial policy.

## Off-Duty Security at City Facilities:

- Provisions for rate changes for officers working off duty security at City facilities.



# Agreement Cost

## Year 1:

Base Pay Increase	\$172,098
Additional Add Pays	<u>\$41,140</u>
Additional annual cost	<u>\$213,238</u>

## Year 2:

Base Pay Increase	\$447,564
Additional Add Pays	<u>\$116,740*</u>
Additional annual cost	<u>\$564,304</u>

## Year 3:

Base Pay Increase	\$381,530
Additional Add Pays	<u>\$116,740*</u>
Additional annual cost	<u>\$498,270</u>

Three-year agreement cost      \$1,275,812

\*Certification pays starting in year 2 of the agreement contingent on good faith negotiations in year 1 regarding role of an arbitrator.



# QUESTIONS