

EXHIBIT

"A"

**AMENDMENT NO. 1
TO THE
AGREEMENT
BETWEEN
THE CITY OF ROUND ROCK
AND
THE ROUND ROCK POLICE ASSOCIATION**

This AMENDMENT NO. 1 TO THE AGREEMENT BETWEEN THE CITY OF ROUND ROCK AND THE ROUND ROCK POLICE ASSOCIATION (this "Agreement") made, entered into, and effective this ____ day of _____, 2020 by and between the City of Round Rock, Texas, hereinafter referred to as the "CITY," and the Round Rock Police Association, hereinafter referred to as the "ASSOCIATION," collectively referred to as the "parties."

RECITALS

WHEREAS, on September 14, 2017, the CITY and the ASSOCIATION entered into an AGREEMENT BETWEEN THE CITY OF ROUND ROCK AND THE ROUND ROCK POLICE ASSOCIATION (the "Agreement"); and

WHEREAS, the Agreement was entered into by the parties pursuant to Chapter 142, Subchapter B, Sections 142.051-142.068, of the Texas Local Government Code; and

WHEREAS, pursuant to Section 13.08, the Agreement may be amended by mutual written agreement of the parties; and

WHEREAS, pursuant to Section 12.01(a) of the Agreement, the term of the Agreement expires on September 29, 2020; and

WHEREAS, the parties desire to extend the term of the Agreement and amend specified sections of the Agreement only as set forth herein;

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties mutually agree as follows:

**ARTICLE 1
DEFINITIONS**

1.01 All terms used herein shall have the meanings assigned to them in Article 2 of the Agreement.

ARTICLE II AMENDMENTS

2.01 The Agreement, Article 6, Section 6.01, is hereby amended to add (e) to read as follows:

Section 6.01. Base Wages

e) For Fiscal Year 2020-2021

Effective with the first pay period of Fiscal Year 2020-2021, the pay scale attached hereto as Exhibit "A," incorporated herein by reference for all purposes, shall apply to all police officers covered by this Agreement. This pay scale reflects an across-the-board pay increase of 2.5% from the previous year.

2.02 The Agreement, Article 8, is hereby amended to add Section 8.03 to read as follows:

Section 8.03. Lateral Hires

A written exam shall not be required for the hiring process of police officers classified as lateral hires who are TCOLE certified.

2.03 The Agreement, Article 12, Section 12.01(a), is hereby amended to read as follows:

Section 12.01. Term of Agreement

a) This Agreement shall be effective as of the date it is ratified by the City Council, except as to any provisions herein specifically made effective on any other date. It shall remain in full force and effect, subject to the provisions of this Article, until September 30, 2021, unless the parties mutually agree in writing to terminate the Agreement and negotiate a new agreement between the parties, prior to the expiration of this Agreement.

ARTICLE III MISCELLANEOUS

3.01 To the extent necessary to affect the terms and provisions of this Amendment No. 1, the Agreement is hereby amended and modified. In all other respects, the aforesaid Agreement is hereby ratified and confirmed.

3.02 This Amendment No. 1 may be executed in counterparts, each of which shall be an original and all of which together shall constitute buy one and the same instrument.

[Signatures on the following page.]

IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED TO HAVE THIS AMENDMENT NO. 1 TO BE SIGNED BY THEIR DULY AUTHORIZED REPRESENTATIVES ON THIS _____ DAY OF _____, 2020.

CITY OF ROUND ROCK

ROUND ROCK POLICE ASSOCIATION

Craig Morgan, Mayor

Lauren Weaver, President

EXHIBIT A

Pay Scale for 2020 – 2021

Round Rock Police Department Pay Step Plan



EFFECTIVE: Fiscal Year 2021

	OFFICER		SERGEANT		LIEUTENANT		COMMANDER	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base	\$29.54	\$61,441.35						
Step 1	\$31.68	\$64,286.06						
Step 2	\$32.28	\$67,130.78						
Step 3	\$32.92	\$68,474.74						
Step 4	\$33.58	\$69,841.09	\$37.50	\$78,016.85				
Step 5	\$34.25	\$71,229.85	\$39.20	\$81,533.54				
Step 6	\$34.93	\$72,663.41	\$39.99	\$83,168.69	\$44.58	\$92,710.81		
Step 7	\$35.64	\$74,119.37	\$40.78	\$84,826.24	\$46.46	\$96,653.09		
Step 8	\$36.35	\$75,597.73	\$41.60	\$86,528.59	\$47.40	\$98,579.43	\$51.13	\$106,351.99
Step 9	\$37.07	\$77,120.88	\$42.42	\$88,253.34	\$48.34	\$100,550.57	\$54.02	\$112,355.02
Step 10	\$37.82	\$78,666.43	\$43.28	\$90,022.89	\$49.31	\$102,566.51	\$55.09	\$114,594.95
Step 11	\$38.57	\$80,234.39	\$44.15	\$91,814.84	\$50.30	\$104,627.24	\$56.20	\$116,902.08
Step 12	\$39.35	\$81,847.13	\$45.03	\$93,651.57	\$51.30	\$106,710.38	\$57.34	\$119,254.00
Step 13	\$40.14	\$83,482.28	\$45.93	\$95,533.13	\$52.33	\$108,838.32	\$58.48	\$121,628.33
Step 14	\$40.94	\$85,162.24	\$46.84	\$97,437.06	\$53.37	\$111,011.06	\$59.64	\$124,069.86
Step 15	\$41.76	\$86,864.58	\$47.82	\$99,453.00	\$54.45	\$113,250.99	\$62.34	\$129,669.70

2% between pay steps

Due to rounding actual percentage may vary +/- .02%