



Legislation Text

File #: 2016-3801, Version: 1

Consider a resolution authorizing the Mayor to execute Amendment No. 1 to the Meet and Confer Agreement with the Round Rock Police Association.

The first Meet and Confer agreement was approved in November 8, 2012 which focused on changes in pay which allowed Round Rock to remain competitive with some of the similar sized cities throughout Texas. The second Meet and Confer agreement was approved in September 2014. The most notable differences in that agreement were in regards to the top out range by compressing the step plan from 18 years to 15 years over the course of this agreement; revised certification pay for TCOLE certificates; revised education incentive pay; and sick leave pay upon retirement.

The agreement has been working well the past two year, but Human Resources has identified two areas that need clarification and a slight amendment. The changes are shown in italics below.

Section 6.05. Sick Leave Paid Upon Retirement shall be amended as follows:

During the term of this Agreement, a police officer, *up to and including the rank of Assistant Chief*, who applies for and is approved for retirement under the TMRS retirement system shall be paid for accumulated hours of sick leave based upon years of service as a police officer, *up to and including the rank of Assistant Chief, for the City* as follows:

Less than 10 years of service	No payment for sick leave;
10 to 15 years of service	Payment for up to 80 hours of accumulated
sick leave;	
15 to 20 years of service	Payment for up to 120 hours of accumulated
sick leave; and	
More than 20 years of service	Payment for up to 160 hours of accumulated
sick leave.	

Police officers who resign or who are terminated will receive no payment for accumulated sick leave.

ARTICLE 7 On-Call

Article 7, ON-CALL shall be amended as follows:

Each officer who is on-call shall be paid a total of ten dollars (\$10) per day the officer is on-call. No additional compensation shall be received for multiple on-call assignments worked during a day, or for on-call assignments worked during a week that includes a City holiday.

The change in the sick leave pay out clarifies that years of service must be as an officer with the City of Round Rock. The on-call change allows for officers to be compensated if they are on-call for less

than one week, clarifies they may only be compensated for one assignment per day, and doesn't differentiate between holiday and non-holiday weeks.

The POA Board met with the City Manager's office, HR and Legal , and believe this amendment addresses the concerns of all involved departments. On September 7th, the POA reported they voted to approve the agreement with the following results:

Section 6.05 Sick Leave Paid upon Retirement

110	For
1	Against

Article 7 On Call Pay

108	For
3	Against

Staff recommends approval.