

CITY OF WEST WENDOVER OFFICE OF CITY MANAGER

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Memo

To: Mayor & City Council
From: Chris J. Melville, City Manager/Director Community Development
CC: [Click **here** and type name]
Date: 3/28/2018
Re: Agenda – April 3, 2018 – POA Collective Bargaining Agreement

Mayor/Council:

The negotiations with the Police Officers Association (POA) have been completed regarding a 3 year agreement which would take effect July 1, 2018, ending June 30 2021. The proposed Tentative Agreement (TA) was approved by the POA Membership last week and now requires action of the City Council.

The TA reached occurred after two days of negotiation. The initial proposal from the POA included the following major “wants”:

- 3% Cost of Living Adjustment (COLA) per year for the 12 step position classification scales for a total of 9% over the term of the agreement.
- A year for year contribution match up to 2.5 years of service credit purchase through Nevada PERS. (i.e. under PERS a member can purchase up to 5 years of service credit. In this case the proposal was that the city would match what an employee chose to purchase).
- Vacation buyout to remain at 60 hours per year.
- A 1% pay increase per year for an officer keeping physically fit meeting current Nevada POST physical fitness parameters.
- Increase in payout of sick leave at end of employment up to 100%.
- Compensating an officer up to \$500 for loss of a personally paid for service firearm which is seized by the DA as part of an investigation/court action.
- Increasing bereavement leave up to 80 hours.
- Increasing bi-lingual pay from \$50/month to \$100/month per individual approved for such pay.

Through negotiations there were three proposals with three counters by the city. In the end, the following is the major changes proposed in the TA:

- A 4% Cost of Living Adjustment over the three year term of the agreement. Year 1: 0%, Year 2: 2%, Year 3: 2%. The previous agreement included a 6% COLA over the term.
- No change in PERS contributions by the city and no financial match for service credit purchases.
- Vacation buyout lowered to 40 hours per year from 60.
- No additional pay for fitness as it is a requirement of the job description to be fit enough to perform the job.
- No change to sick leave payouts which includes a sliding scale based on years of service with minimum service of 5 years required and a maximum payout of 75% with 30 years of employment.
- Bereavement Leave remaining at 24 hours with the option for an employee to use an additional 16 hours of sick leave with prior approval. And, if a funeral within the 2nd degree of consanguinity/affinity occurs out of country the employee may take up to an additional 40 hours of leave with advance written approval.
- Compensating an officer up to \$500 for loss of a personally paid for service firearm which is seized by the DA as part of an investigation/court action.
- Increasing bi-lingual pay from \$50 to \$100 per month with an additional language fluency test to be administered by the city once every two years with a passing grade to remain qualified.

Additionally there were some language adjustments in the agreement to reflect current statutes and requirements with regard to collective bargaining agreements.

In the end the TA certainly does not approach the initial demands made by the union at the beginning of the negotiations. I do believe the TA as presented is a good agreement for both parties and one that is reasonable.

With regard to the proposed financial impact as a result of the changes, they would be:

- For FY 2019 (ending June 30, 2019): \$2,300 increase in wage cost overall for the Police Department. This accounts for the increase in bi-lingual pay and the offsetting reduction in vacation buyout hours.
- For FY 2020 (ending June 30, 2020): Approximate \$24,000 increase in wages overall for the Police Department using current average staffing levels.
- For FY 2021 (ending June 30, 2021): Approximate \$25,000 increase in wages overall for the Police Department using current average staffing levels.

For the past two decades I have had and continue to have a positive relationship with the POA, its officers and its representatives from Operating Engineer's Local 3 led by Brandon Dew out of Salt Lake City. This relationship has remained stable keeping the core principles of respect, honesty and working together for the benefit of both parties (City and POA). I am pleased that the working relationship and negotiations when they have occurred have always been done so with the upmost respect and courtesousness with a goal of reaching an amicable agreement.

I would appreciate your consideration and approval of the proposed 3 Year Collective Bargaining Agreement with the Police Officer Association with an effective date of July 1, 2018.

If you have any questions, please let me know. I have attached both the clean version as well as the red line version so you can see the changes from the current agreement.