



HUMAN RESOURCES

TO: Stephanie Reyes, Interim City Manager

FROM: Linda Spacek, Director of Human Resources

Date: August 31, 2022

SUBJECT: Summary of 2022 – 2025 Proposed Meet and Confer Agreement with SMPOA

This memo is designed to provide you with a summary of this negotiation for a successor Meet and Confer Agreement with the San Marcos Police Officers Association (SMPOA). Both teams have agreed to use of the Interest Based Bargaining or IBB process for negotiations. This is the basis to effectively discuss issues and work jointly to develop solutions rather than positions. The successor agreement has been ratified by the SMPOA and is on the City Council Agenda for August 6th for the City Council's consideration and recommendation for approval. This was our most challenging negotiation, and you will see that we will continue to work on one item that required more time during the first year of the agreement.

Background

Meet and Confer is a process designed to allow police and fire associations and management an opportunity to understand each other's interests and reach agreement on important employment issues. The enabling statute outlines specific areas of discussion for this process which include wages, rates of pay, hours of work and working conditions. Meet and Confer provides an opportunity to make modifications to Texas Statutes which will be better suited to our operational needs through pre-emption of Texas Statutes to meet local interests with agreement of officers.

In early 2006, The City of San Marcos City Council adopted the provisions of the Texas Local Government Code, Chapter 142, Sub Chapter B, Meet and Confer and approved the San Marcos Police Officer's Association (SMPOA) as the sole and exclusive bargaining agent for the City of San Marcos Police Officers. The initial agreement with the SMPOA was effective October 1, 2009 with a three-year term. The City's current Meet and Confer Agreement with the SMPOA will expire September 30, 2022. The agreement before you for approval is the fifth agreement to be effective from October 1, 2022 – September 30, 2025.

Negotiating Teams:

City Team:

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

Association Team:

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

Goals for this Negotiation

In discussing issues important to both parties, key issues included the ability to attract and retain officers, provide incentives to encourage advanced training and promotion, accountability for misconduct and wages. A summary follows outlining changes. We did not complete work on one item relating to the authority of an arbitrator. Work will continue on this item in the first year of this agreement. Certification incentives have been provided in year two of the agreement, contingent upon good faith negotiations on this item in year one.

AGREEMENT COST

Year 1:

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

Year 2:

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

Year 3:

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

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.

I extend my thanks to the SMPOA Team for spending many hours working through difficult issues this negotiation. We worked on several difficult issues and both sides brought ideas that will allow the department to enhance operations and will serve the department and community for many years.