



## Legislation Text

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**File #:** Res. 2018-18R, **Version:** 1

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### **AGENDA CAPTION:**

Consider approval of Resolution 2018-18R, approving a Memorandum of Understanding to extend the terms and conditions of the current meet and confer agreement between the San Marcos Police Officers' Association and City of San Marcos for one year to September 30, 2019 and provide a 4.5 percent salary increase for Police Officers beginning October 1, 2018; authorizing the City Manager to execute the amendment; and declaring an effective date.

**Meeting date:** 2/6/2018

**Department:** Human Resources

### **Amount & Source of Funding**

**Funds Required:** \$495,787

**Account Number:** [Click or tap here to enter text.](#)

**Funds Available:** FY19 Budget

**Account Name:** Various Personnel Accounts

### **Fiscal Note:**

**Prior Council Action:** September 1, 2015 approval of a three-year meet and confer agreement with the San Marcos Police Officers' Association

**City Council Goal:** [Please select goal from dropdown menu below]

Choose an item.

Choose an item.

Choose an item.

**Comprehensive Plan Element (s):** [Please select the Plan element(s) and Goal # from dropdown menu below]

- ☐ Economic Development - Choose an item.
- ☐ Environment & Resource Protection - Choose an item.
- ☐ Land Use - Choose an item.
- ☐ Neighborhoods & Housing - Choose an item.
- ☐ Parks, Public Spaces & Facilities - Choose an item.
- ☐ Transportation - Choose an item.

☒ Not Applicable

**Master Plan:** *[Please select the corresponding Master Plan from the dropdown menu below (if applicable)]*

Choose an item.

**Background Information:**

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 also provides an opportunity to make modifications to better meet operational needs which includes Civil Service.

In early 2006, the City of San Marcos City Council adopted the provisions of the Texas Local Government Code, Chapter 142, Sub Chapter C, Meet and Confer and approved the San Marcos Police Officers' Association (SMPOA) as the sole and exclusive bargaining agent for the City of San Marcos Police Officers. The initial agreement with the SMPOA was approved December 1, 2009 and was effective October 1, 2009 - September 30, 2012. The second agreement was approved September 18, 2012 and was effective October 1, 2012 - September 30, 2015. The third agreement was approved September 1, 2015 and is effective October 1, 2015 - September 30, 2018.

The current meet and confer agreement allows for an option to extend the agreement by one year. On December 28, 2017, the Association ratified a Memorandum of Understanding (MOU) extending the agreement.

**Council Committee, Board/Commission Action:**

None.

**Alternatives:**

[Click or tap here to enter text.](#)

**Recommendation:**

Staff recommends approval of the resolution.