



Legislation Text

File #: Res. 2022-203R, **Version:** 2

AGENDA CAPTION:

Consider approval of Resolution 2022-203R, approving a Meet and Confer agreement between the San Marcos Police Officers' Association and the City of San Marcos and declaring an effective date.

Meeting date: September 6, 2022

Department: Human Resources

Amount & Source of Funding

Funds Required: \$213,238 for FY2023 and \$1,275,812 for the term of the agreement

Account Number: Various

Funds Available: Appropriated in FY2023 budget

Account Name: Various

Fiscal Note:

Prior Council Action: [Click or tap here to enter text.](#)

City Council Strategic Initiative: [Please select from the 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.
- ☐ Core Services
- ☐ 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 laws which will be better suited to our operational needs through preemption which includes Civil Service, which was adopted in October of 1974.

In early 2006, the City of San Marcos adopted provisions of the Texas Local Government Code, Chapter 142, Sub Chapter B, 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 SMPOA was approved December 1, 2009 and was effective October 1, 2009 - September 30, 2012. The second agreement was approved September 18, 2012 and is effective October 1, 2012 - September 30, 2015. The third agreement was approved on September 1, 2015 and was effective October 1, 2015 - September 30, 2018. On February 6, 2018, council approved extending the current contract for an additional year to end expire on September 30, 2019. The fourth agreement was approved on August 6, 2019 and was effective October 1, 2019 - September 30, 2022.

The proposed fifth agreement was ratified by SMPOA and is attached for approval of the City Council. A redline also provided which includes several significant article revisions to better reflect changes that have been adopted since the initial agreement in 2009. attachment is

Council Committee, Board/Commission Action:

Click or tap here to enter text.

Alternatives:

If not approved, the provisions previously approved through the Current Meet and Confer Agreement will end. Renegotiations or revert to compliance with Texas Local Government Codes Chapter 143, 141 and others.

Recommendation:

Recommend approval/ratification of the 2022-2025 Meet and Confer Agreement.