



Legislation Text

File #: 17-281, Version: 1

ACTION REQUESTED:

Communication from the Human Resource Director and the City Manager with a Request to Authorize the City Manager to Execute the COLLECTIVE BARGAINING AGREEMENT Negotiated between the City of Peoria and the PEORIA POLICE BENEVOLENT ASSOCIATION Covering the Period from January 1, 2017, through December 31, 2019.

BACKGROUND: Representatives for the City of Peoria and the Peoria Police Benevolent Association (PPBA) negotiated a successor bargaining agreement that was voted on and ratified on Tuesday September 12, 2017 by the PPBA. The PPBA represents two hundred twenty four (224) employees in the ranks of Officer, Sergeant and Lieutenant at the Peoria Police Department.

The major provisions of the agreement include:

- Terms of Agreement - Three (3) years (01/01/17 - 12/31/119)
- General Wage Increases:

<u>01/01/17</u>	<u>01/01/18</u>	<u>01/01/19</u>
2.25%	1.00%	2.00%

- Police were given an additional two (2) days of vacation in 2018 and an additional one (1) day of vacation in 2019 for a total of 3 additional days of vacation over the life of the contract.
- Updated promotional language was added to the contract for sergeant promotions that is a three tier process based on written testing, an assessment phase, and peer review.
- Officer evaluations were put back into the contract and the process was updated to come in line with future CALEA certification.
- The amount of reimbursement for damaged cell phones was increased to \$700 dollars.
- Updated language for sick leave payout which allows for any sick leave above the 960 cap will be paid out at 60% and put into the officer's Retiree Health Savings (RHS) plan as opposed to the current practice of accumulating all sick leave and have it paid out at retirement.

FINANCIAL IMPACT: Funding for increases are allocated in current budget.

NEIGHBORHOOD CONCERNS: N/A

IMPACT IF APPROVED: Provides opportunity to make long-range budgetary plans regarding personnel costs and provides labor stability.

IMPACT IF DENIED: Both parties would proceed to arbitration with a risk of higher costs to the City depending on the arbitrator's decision.

ALTERNATIVES: N/A

EEO CERTIFICATION NUMBER: N/A

WHICH OF THE GOALS IDENTIFIED IN THE COUNCIL'S 2014 - 2029 STRATEGIC PLAN DOES THIS

RECOMMENDATION ADVANCE?

1. Financially Sound City Government, Effective City Organization

WHICH CRITICAL SUCCESS FACTOR(S) FROM THE COMPREHENSIVE PLAN DOES THIS RECOMMENDATION IMPLEMENT?

1. Reduce crime.
2. Support sustainability.
3. Have an efficient government.

DEPARTMENT: Human Resources