



Legislation Text

File #: 21-020, **Version:** 1

ACTION REQUESTED:

Communication from the City Manager and Director of Human Resources with a Request to APPROVE and 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, 2020, through December 31, 2021

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 Thursday, December 2, 2020 by the PPBA. The PPBA represents two hundred and two (202) employees in the ranks of Officer, Sergeant and Lieutenant at the Peoria Police Department.

The major provisions of the agreement include:

- Terms of Agreement - Two (2) years (01/01/2020 - 12/31/2021)
- General Wage Increases:

<u>01/01/20</u>	<u>01/01/21</u>
1.50%	1.50%

- Police were given an additional two (2) days of vacation starting in 2021.
- Updated promotional language was added to the contract for lieutenant promotions that allows for an employee confidence rating component similar to what was added to sergeant promotions in the previous contract.
- Updated language in article 17, Fitness for Duty, which gives the City more discretion in selecting which SAMSHA - certified lab we use for drug testing.

FINANCIAL IMPACT: Funding for increases are allocated in the 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 2017 - 2032 STRATEGIC PLAN DOES THIS RECOMMENDATION ADVANCE?

1. Financially Sound City
2. Choose an item.
3. Choose an item.

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

1. Have an efficient government.
2. Choose an item.
3. Choose an item.

DEPARTMENT: Human Resources