



Takoma Park City Council Meeting – July 26, 2017 Agenda Item 3

Voting Session

Resolution Ratifying the Collective Bargaining Agreement between the United Food and Commercial Workers Union Local 400 and the City of Takoma Park

Recommended Council Action

Adopt the resolution

Context with Key Issues

The negotiating teams representing the City of Takoma Park and the union representing sworn police employees who are members of UFCW Local 400 have completed negotiations on a new Agreement covering the period from July 1, 2017 through June 30, 2020.

The current agreement is effective July 1, 2017 to June 30, 2020. Membership of Local 400 ratified the Agreement May 2017. The City Council must also ratify the Agreement, authorize the City Manager or her designee to sign the Agreement, provide for any funding necessary to implement the Agreement, and approve any provisions of the Agreement that may conflict with the City Code or City rules and regulations. Adoption of the attached resolution would effect those actions.

The parties negotiated both economic and non-economic items within the agreement, including some of the key issues noted below:

- Holidays and Personal Days (Article 16)
- Sick Leave (Article 20)
- Overtime (Article 22)
- Clothing, Equipment, Health & Fitness Allowances (Article 27)
- Training Program (Article 32)
- Field Training Officers (Article 43)
- Wages (Article 44)
- Memorandum of Agreement

Holidays and Personal Days (Article 16): Clarification of language in agreement with current practices of paying the applicable premium rate when Officers work on a holiday and regular rates when they are scheduled off and do not work. Officers will receive pay for the designated holidays according to their work schedules.

Sick Leave (Article 20): Clarification in language on sick leave accumulation in accordance with the Pension Plan as afforded in City Code.

- Officers may donate up to 60 hours of sick leave in any 12 month period as long as the Officer maintains a balance of 120 hours.

Overtime (Article 22): Any employee required to work seven (7) consecutive day will be paid at two (2) times their regular rate of pay for the seventh (7th) day.

Clothing, Equipment, Health & Fitness Allowances (Article 27): Increased the clothing and equipment allowance from \$1,500 annually to \$1,750 annually.

- Added semi-annual reimbursement of up to \$25.00 for an Officer's membership at a health and fitness club, provided the officer provides documented evidence from the club of his or her attendance an average of at least six (6) times each month.

Training Program (Article 32): Clarified that Officers on detail day for training will be compensated for their regularly scheduled day.

Field Training Officers (Article 43): Provided for two (2) days of administrative leave for Officers servicing as Field Training Officers upon the completion of the field training of a Probationary Officer or group of Probationary Officers.

Wages (Article 44):

- Provided for wages during FY 2018
 - Effective July 1, 2017, the salary scale shall be increased by 2.1%, and each Officer's salary shall be adjusted by that amount;
 - An Officer who is rated "Meets Requirements" in fiscal year 2018 will receive a one step increase on the salary scale on his or her anniversary date of employment;
 - An Officer who is rated "Distinguished" during the fiscal year 2018 will receive a two step increase on the salary scale on his or her anniversary date of employment;
 - An Officer who is rated "Below Requirements" will receive no adjustment.

A Memorandum of Agreement was developed which explores issues surrounding the viability of the creation of a Deferred Retirement Option Plan (DROP) as well as a Voluntary Employees' Beneficiary Association (VEBA) during Fiscal year 2018. The Union will be provided an opportunity to meet and confer about these issues which may be part of reopener negotiations for Fiscal 2019.

Council Priority

Fiscally sustainable government; Engaged, Responsive & Service-oriented Government

Environmental Impact of Action

None expected.

Fiscal Impact of Action

The FY 2018 budget was based upon the salary increases proposed to, and recently accepted by, the bargaining unit. Adoption of the resolution will cause minimal fiscal impact.

Racial Equity Impact of Action

This action will equally affect minorities and non-minorities. It will have a positive impact on all.

Attachments and Links

- Resolution

Introduced by:

CITY OF TAKOMA PARK, MARYLAND

**RESOLUTION NO. 2017-
RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT BETWEEN
UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 400 AND THE
CITY OF TAKOMA PARK, MARYLAND**

WHEREAS, the Negotiating Teams representing the City of Takoma Park, Maryland and the Union representing the sworn police employees who are members of United Food and Commercial Workers Union Local 400 have culminated negotiations on a new Agreement covering three years from July 1, 2017 through June 30, 2020; and,

WHEREAS, the membership of Local 400 ratified the Agreement on May 11, 2017; and,

WHEREAS, both parties request that funds necessary to implement the Agreement be approved by the Council pursuant to Section 4.08.060 G of the Takoma Park Code; and,

WHEREAS, both parties request Council approval of any provisions of this Agreement which conflict with City Code, rule, or regulation, pursuant to Section 4.08.060 H of the Takoma Park Code.

NOW, THEREFORE, BE IT RESOLVED THAT the Council ratifies the Collective Bargaining Agreement, effective July 1, 2017 through June 30, 2020, between the City of Takoma Park and the United Food and Commercial Workers Union Local 400 and authorizes the City Manager or her designee to sign the Collective Bargaining Agreement.

Adopted this _____ day of July, 2017.

ATTEST:

Jessie Carpenter, CMC
City Clerk