

Questions and Answers Regarding UFCW Local 400 Collective Bargaining Agreement

How much is the proposed wage increase? Does it include a cost of living increase?

The proposed increase for Local 400 members is 1.5%. It consists of one step on last year's salary grid and is retroactive to July 1. It averages to an increase of \$16.50 per week for Local 400 members. It does not include a "cost-of-living" increase. It was not adjusted by the December 2019 ECI percentage (Employment Cost Index for Wages for State and Local Government employees, which was 2.5%), as is sometimes used. It does not provide extra money for Hazard Pay or for receiving a Distinguished on one's evaluation.

Does the contract restrict options for reducing the number of police officers as other public safety models are considered?

There are frequent vacancies in the Police Department, which is why we are almost always recruiting for new officers. Officer positions may be left vacant without any special action required. The contract says that the City will not lay off officers during the term of the collective bargaining agreement (CBA) except if there is a fiscal crisis. The CBA also addresses reductions in force and states that the City has the right to determine its organizational structure, job classifications, and personnel. These are the elements that would be looked at as other public safety models are considered.

The CBA does not apply to those officers outside of the bargaining unit (sergeants and above).

How would the grievance procedure change if the Law Enforcement Officers Bill of Rights is repealed?

A repeal of LEOBR would not negate or remove the contractual grievance and arbitration procedure. The grievance procedure in the CBA was not changed during the recent negotiations. A grievance is a dispute regarding the interpretation or application of the collective bargaining agreement. The contractual grievance process contains four (4) steps:

Step 1 - informal discussion involving Officer, union, and supervisor.

Step 2 - if a grievance is not resolved at Step 1, the Chief will respond in writing.

Step 3 - if a grievance is not resolved at Step 2, the City Manager will respond in writing.

Step 4 - if a grievance is not resolved at Step 3, the Union or the City may request arbitration.

In cases of discipline/discharge, the LEOBR governs. Under LEOBR, an officer who is recommended for discipline (or other punitive employment action) is entitled to a hearing under the LEOBR (except in cases of felony convictions). An Officer can choose to challenge discipline under the contractual grievance procedure or LEOBR, but not both. If the LEOBR is repealed, the existing grievance procedure would remain unless and until modified during negotiations with the Union.