



Collective Bargaining Agreement Overview

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Financial and Administrative Services

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Collective Bargaining Agreement

Between the **City of El Paso, Texas
and the **El Paso Municipal Police Officers
Association****

- **Three Year Contract, expiring on August 31st, 2008.**
- **May be extended for one year at the City's option through August 31st, 2009.**

Continuation of Market Approach to Wages and Benefits

- The wage structure is based on a comprehensive review of other selected regional cities - including adjustments for each City's cost of living.
 - Calculated as of September 1st of each year.
 - Maximum annual increase capped at 4%.
 - Annual increases above 2% can be deferred until the following June 1.
- Health insurance benefits and premiums will also be adjusted to be comparable to the same regional cities over the term of the contract.
- Arbitration of “Last, Best Offer” if necessary.

Other Wage and Benefit Issues

- Assistant Chiefs, Deputy Chiefs and Commanders clarified as “exempt” employees (not entitled overtime pay).
- The City may implement vacation buy back program to reduce need for overtime during the year.
- Both parties agreed to confer on an effort to create an emergency leave pool for sick or injured officers using vacation donations.
- Expanded clothing allowance to include all officers required to wear business attire.

Additional Contract Provisions

- An Association board member may sit in as a silent observer during internal affairs investigations involving officers who may be accused of misconduct.
- Provides clarified compensation terms for stand-by duty.
- Establishes a new process for the joint selection of outside attorneys in the event of Officers being sued for misconduct.
- Under specified circumstances, provides for the Chief of Police to serve disciplinary notice on the EPMPOA rather than the Officers.

Additional Contract Provisions

- Chief of Police may adjust work day hours for certain types of “in-service” training.
- Grievance procedures streamlined for most suspension cases.
- Reduced time frames for resolution of grievances and appeals.
- Increases use of local hearing examiners rather than arbitration, thus reducing costs.

Questions and Comments

