



COUNCIL AGENDA ITEM MEMORANDUM

DEPT./DIVISION SUBMISSION & REVIEW:

Brynn Myers, City Manager
Erin Smith, Assistant City Manager

ITEM DESCRIPTION: Consider adopting a resolution ratifying a meet and confer agreement with the Temple Police Association.

BACKGROUND: Overview of Meet & Confer. The “meet & confer” process is governed by Chapter 142 of the Local Government Code. Chapter 142 allows a “police officers’ association” to file a petition with the City requesting that the City recognize the association as the sole and exclusive bargaining agent for all officers and adopt the meet & confer process. The meet and confer process allows the City to meet & confer with the recognized police officers’ association over wages, salaries, rates of pay, hours of work, or other terms and conditions of employment. The meet and confer deliberations must occur in meetings open to the public. The City and a police officers’ association are not required to reach agreement on any particular topic. An agreement on any issue must be in writing and ratified by the Council and a majority of the police officers. A written meet & confer agreement preempts all contrary state statutes, local ordinances, executive orders, civil service provisions, or rules and allows variation of civil service rules regarding hiring requirements, pay, benefits, promotion standards, and the disciplinary process.

Members of the City Administration negotiating team include:

- Erin Smith, Assistant City Manager, Lead Negotiator
- Nanette Rodriguez, Deputy City Attorney
- Jeff Clark, Deputy Police Chief
- Traci Barnard, Director of Finance
- Tara Raymore, Director of People Operations

Members of the Temple Police Association (TPA) negotiating team include:

- James Carr, Sergeant, TPA President, Lead Negotiator
- Jessica Johnson, TPA Vice President, Corporal
- Tom Wolff, Sergeant
- Jeremy Bales, Police Officer

Overview of the Draft Agreement. The current meet and confer agreement remains effective until September 30, 2025. The City Administration team recommended revising Articles 4 and 8 before conducting negotiations regarding the entire agreement.

Summary of Changes.

Article 4. Compensation

Substantive Change

- Revises the eligibility for officers to receive 320 hours of vacation pay from separating from the City to retiring from the Texas Municipal Retirement System.
- Includes a section to clarify that the effective date used for step pay increases will occur the first day of the pay period in which the swearing in occurs and not the retroactive pay date established.

Article 8. Promotional Process

Non-Substantive Change

- Revises Section 4, Eligibility for Police Department Promotional Examination, to clarify that a police officer is eligible to take the promotional exam after serving for 2 years following the actual promotion in their current position. Actual promotion refers to the date an officer is sworn in to fill the vacant position without regard to the amount of the time the position was vacant.

Ratification & Term of the Agreement. A meet and confer agreement is enforceable and binding if the governing body of the municipality ratifies the agreement by a majority vote and the recognized police officers' association ratifies the agreement by conducting a secret ballot election at which the majority of the police officers who would be covered by the agreement favored ratifying the agreement. The Temple Police Association conducted a ratification election from June 14th to June 19th. During that election, the following votes were conducted by the police officers for Articles 4 and 8:

- **Article 4 Revisions**
75 police officers voted "yes" to the ratification of the meet and confer agreement, 15 police officers voted "no", and 30 police officers did not vote which constitutes as a "no" vote.
- **Article 8 Revisions**
86 police officers voted "yes" to the ratification of the meet and confer agreement, 4 police officers voted "no", and 30 police officers did not vote which constitutes as a "no" vote.

If this resolution is adopted by the City Council, the agreement will become effective immediately and continue in effect until September 30, 2025.

ALIGNMENT WITH ADOPTED PLANS:

Plan	Comments
Strategic Plan	This item supports the City of Temple’s Strategic Plan goal of “Talented and Dedicated Employees who have a Heart for Service”, as well as the Strategic Plan commitment of “Attract and retain talented employees.”

STAFF RECOMMENDATION: Adopt resolution as presented in item description.

BOARDS & COMMISSIONS RECOMMENDATION: This item was not reviewed by any of the official boards and commissions.

FISCAL IMPACT: Not applicable

ATTACHMENTS:

Meet & Confer Agreement
Resolution