



**City of Missoula, Montana
City Council Committee Agenda Item**

Committee: Public Safety, Health and Operations

Item: Amendments to Police Officer Association Collective Bargaining Agreement

Date: October 26, 2022

Sponsor(s): Angela Simonson

Prepared by: Angela Simonson

Ward(s) Affected:

<input type="checkbox"/> Ward 1	<input type="checkbox"/> Ward 4
<input type="checkbox"/> Ward 2	<input type="checkbox"/> Ward 5
<input type="checkbox"/> Ward 3	<input type="checkbox"/> Ward 6
<input checked="" type="checkbox"/> All Wards	<input type="checkbox"/> N/A

Action Required:

Authorize Mayor Hess to sign the amended contract. The Police Officer Association voted to add the Accident Investigators to their Union. In doing so, staff had to negotiate additional terms related to wage and clothing and made a few additional edits to the collective bargaining agreement. This addition did not extend the contract terms, only added this position (3 staff). Overall, the financial impact was minimal due to wages being closing aligned with the non union pay plan. The additional cost is approximately \$36,000/year more than when they were non union and all costs are absorbed in the current budget. No budget amendment is necessary.

Recommended Motion(s):

I move the City Council: Approve authorization for Mayor Hess to sign the amended Police Officer Association Collective Bargaining Agreement.

Timeline:

Committee discussion:	November 9, 2022
Council action (or sets hearing):	November 14, 2022
Public Hearing (if required):	Click or tap here to enter text.
Final Consideration	Click or tap here to enter text.
Deadline:	Click or tap here to enter text.

Background and Alternatives Explored:

The Police Officer Association voted to add the Accident Investigators to their Union. In doing so, staff had to negotiate additional terms related to wage and clothing and made a few additional edits to the collective bargaining agreement. This addition did not extend the contract terms, only added this position (3 staff). Overall, the financial impact was minimal due to wages being closing aligned with the non union pay plan. The additional cost is approximately \$36,000/year more than when they were non union and all costs are absorbed in the current budget. No budget amendment is necessary.

Financial Implications:

Additional costs of approx. \$36,070/year- no budget amendment needed as these costs can be absorbed into the PD budget.