REQUEST FOR COUNCIL ACTION

MEETING DATE: 2/3/03 31

AGENDA SECTION: Consent	ORIGINATING DEPT: Human Resources	ITEM NO. D-9
ITEM DESCRIPTION: RPSA '02-'04 Agreement		PREPARED BY: Linda Gilsrud

An agreement has been reached by RPSA leadership and the City of Rochester for the period 2002 – 2004:

- All references within the agreement to the Director of Employee Relations will be changed to read Director of Human Resources
- Article 9. **HOLIDAYS**
  A. Change five hours to 4.615 hours of accrual per pay period
- Article 11. **SICK LEAVE**
  I. Change "his/her duty Captain" to "his/her commanding officer"
- Article 17. **SALARIES**: 2002, 2003, and 2004 are adjusted by 3% in each year of the agreement
  3% effective January 1, 2002, 3% effective January 1, 2003, and 3% effective January 1, 2004
- Article 23. **TERM**
  This Agreement shall be in effect from January 1, 2002 and shall remain in effect until December 31, 2004, and from year to year thereafter, unless either party shall notify the other in writing by May 1, 2004, that it desires to modify or terminate this Agreement.
- Article 28. **MERIT PAY INCREASES**
  Merit increases in the first year of the agreement (2002) shall remain as is, based on Article 28 language (1 percent for exceeds standards overall performance rating and 2 percent for significantly exceeds standards overall performance rating).
  A memo of understanding has been prepared regarding merit increases in 2003 and 2004. To offer the Chief of Police an opportunity for greater and more refined performance differentiation, a RPSA member will be paid from 0-0.9% of his/her current salary at the time of their annual performance evaluation if his/her work performance "meets standards". An association member will be paid from 1.0-1.9% of his/her current salary at the time of his/her annual performance evaluation if his/her work performance "exceeds standards". An association member will be paid from 2.0-3.0% of his/her current salary at the time of his/her annual performance evaluation if his/her work performance significantly exceeds standards. The Chief of Police, based on the recommendation of an employee's supervisor will make the final determination of the merit pay percentage to be awarded. The memo of understanding is renewable after 12/31/04, at the agreement of the Association and the City of Rochester. If the memo of understanding is not renewed, the terms of Article 28 will be reinstated.
- Minor language changes made to correct and clarify agreement

RPSA is Rochester Police Supervisors Assn.

Council Action Requested:

Resolution authorizing the Mayor and City Clerk to sign the agreement.

COUNCIL ACTION: Motion by:_____ Second by:_____ to:

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