



## CITY COUNCIL MEMORANDUM

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**TO:** City Council

**FROM:** Matthew R. Schmitz, MPA - City Manager

**DATE OF MEETING:** May 28, 2024

**ITEM TITLE:** Agreement between City of Independence and Teamsters Local 238 covering the Police Department

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### BACKGROUND:

City Staff and the Union have been discussing updates to the Union's contract with the City for approximately six months. After negotiation, the attached contract has been ratified by the membership and is ready for approval and ratification by the Mayor.

### DISCUSSION:

Points of information regarding the contract:

1. Wages for FY2025 (effective July 1, 2024) are set at an increase of 3% matching other City Employees. Wages for FY2026 are set with a floor increase of 3% but anything above that amount given to the rest of the City employees, the PD would see as well.
2. FY2025 does not include any shift differential pay, FY2026 does include a new shift differential pay amount of \$0.30 (thirty cents) per hour for Swing Shift & Second Shift, and \$0.50 (fifty cents) per hour for Third Shift.
3. PD Employees will be moved to the same vacation accrual schedule that the rest of the City has for accruals and carryover amounts.
4. The Union has agreed to remove the Lieutenant Position from the Union.
5. Shift hours language was clarified to be determined by the Chief of Police in consultation with the City Manager and the Union. This does not provide a "veto" type authority to the Union, but does ensure that they are part of the discussion when working through any modifications to typical shift hours, etc.
6. Sick Time has been modified so that employees can use this time in 15 min. increments – matching the rest of the City employees.
7. The Uniform Allowance amount has been increased to \$500 in FY2025 and to \$600 in FY2026.

This contract is a two-year contract covering July 1, 2024, through June 30, 2026.

### RESULTS:

The City has established priorities during strategic planning sessions. This item supports the Vision from that session of Support and Empower Workforce. This item helps achieve that vision by providing for guidelines for employer and employee responsibilities regarding the Police Department employees.

### FINANCIAL CONSIDERATION:

The FY2026 budget will need to take into consideration the addition of the shift differential pay.

### RECOMMENDATION:

Staff recommends a motion to authorize the Mayor to sign the attached Union Contract.