

## Meet and Confer

---

Contract Overview

---

---

---

---

---

---

---

## What Is Civil Service Law?

---

- Civil Service Law—1947
- Passed in Austin—1948
- Legislative changes since that time
- Binds City to hiring, promotion and disciplinary processes

---

---

---

---

---

---

---

## What is Meet and Confer

---

- State Legislation—1995
- Written for Austin
- Tool for changing civil service law

---

---

---

---

---

---

---

### Initial Negotiation Objectives

- Preserve wins from previous contracts
  - Hiring
  - Promotions
  - Discipline
  - Oversight
- Emphasize education, experience and diversity
- Manage cost driver associated with Meet and Confer
- Limit scope of future negotiations

---

---

---

---

---

---

---

### Revised Negotiation Objectives

- Release independent investigation conclusions
- Remove 3 year time limit on panel access to files
- Protect 180 day time frame for discipline
- Find ways to build tenure in patrol

---

---

---

---

---

---

---

### Meet and Confer Helps the City

- Create the most professional, qualified workforce in the country
- Build community trust through comprehensive and thorough oversight process

---

---

---

---

---

---

---

### **Contract Wins**

- Enhance Hiring and Promotion Process to Get Quality
- Preserve Tenure in Patrol
- Reward Education, Tenure and Bilingual Skills
- Enhance Police Oversight

---

---

---

---

---

---

---

### **Enhance Hiring Process**

- Written Test (45%)
- Oral Interview Board (55%)
- Additional points for education, experience and bilingual skills
- Extends probationary period from 12 to 15 months (begins after academy graduation)

---

---

---

---

---

---

---

### **Improve Tenure in Patrol Division**

- Maintain corporal rank
- Patrol officers must serve 5 years to promote (Detective or Corporal)

---

---

---

---

---

---

---

## Promote Based on Excellence

- All promotions include extra points for education (2)
- All promotions include extra points for seniority (15)
- Assessment Centers for Sergeants, Lieutenants and Commanders
  - Role-playing
  - Problem solving/analysis
  - In-basket

---

---

---

---

---

---

---

## Discipline

- 3 day suspension
  - Cannot appeal if vacation time used
  - If appealed, loser pays

---

---

---

---

---

---

---

## Officers Rights

- Officer has access to file prior to discipline meeting
- Due process protections for officers

---

---

---

---

---

---

---

## Police Oversight Enhancements

- Monitor and Panel have full access to case files
- Preserve 180 days
- Release Independent Investigation Conclusions
- Panel communicates reasons for Independent Investigation
- Panel communicates satisfaction with investigation

---

---

---

---

---

---

---

## Police Oversight Enhancements

- Panel private sessions enhanced
- Expedited arbitration for contract grievances
- Allow Monitor flexibility to manage Oversight
- Improve process based on experience

---

---

---

---

---

---

---

## Conflict of Interest Provisions

- Resign to run rule
- Conflict of interest on specific cases
- Conflict of interest on disciplinary recommendations

---

---

---

---

---

---

---

### What this Does Not Restrict

- Panel's ability to recommend on investigation, policy or discipline
- Panel's ability to comment publicly on all non-disciplinary recommendations
- Panel's ability to craft a disciplinary recommendation that fully captures their intent
- Panel's ability to comment on a written disciplinary recommendation

---

---

---

---

---

---

---

### What this Does Restrict

- Panel's ability to "publicly express agreement or disagreement with the final disciplinary decision of the Chief, other than as set forth in the written recommendation."

---

---

---

---

---

---

---

### Police Oversight Summary

- Balanced the concerns of community, the City and association
- Contract meets critical needs of both groups
- Strategic expansion of Oversight for the City

---

---

---

---

---

---

---

### Term of the Contract

- 5 years (versus 3)
- Single issue re-opener
- Total cost: \$33.4 million

---

---

---

---

---

---

---

### Financial Package—On Budget

- Year 1: \$0
- Year 2: \$3.7 million
- Year 3: \$7.0 million
- Year 4: \$9.6 million
- Year 5: \$13.1 million
- Total Contract Cost: \$33.4

---

---

---

---

---

---

---

### Negotiation Objectives Achieved

- Preserved wins from previous contracts
- Emphasized APD values
- Stayed within budget
- Limited scope of future negotiations
- Met all revised Oversight objectives

---

---

---

---

---

---

---

## Meet and Confer Helps the City

- Create the most professional, qualified workforce in the country
- Build community trust through comprehensive and thorough oversight process

---

---

---

---

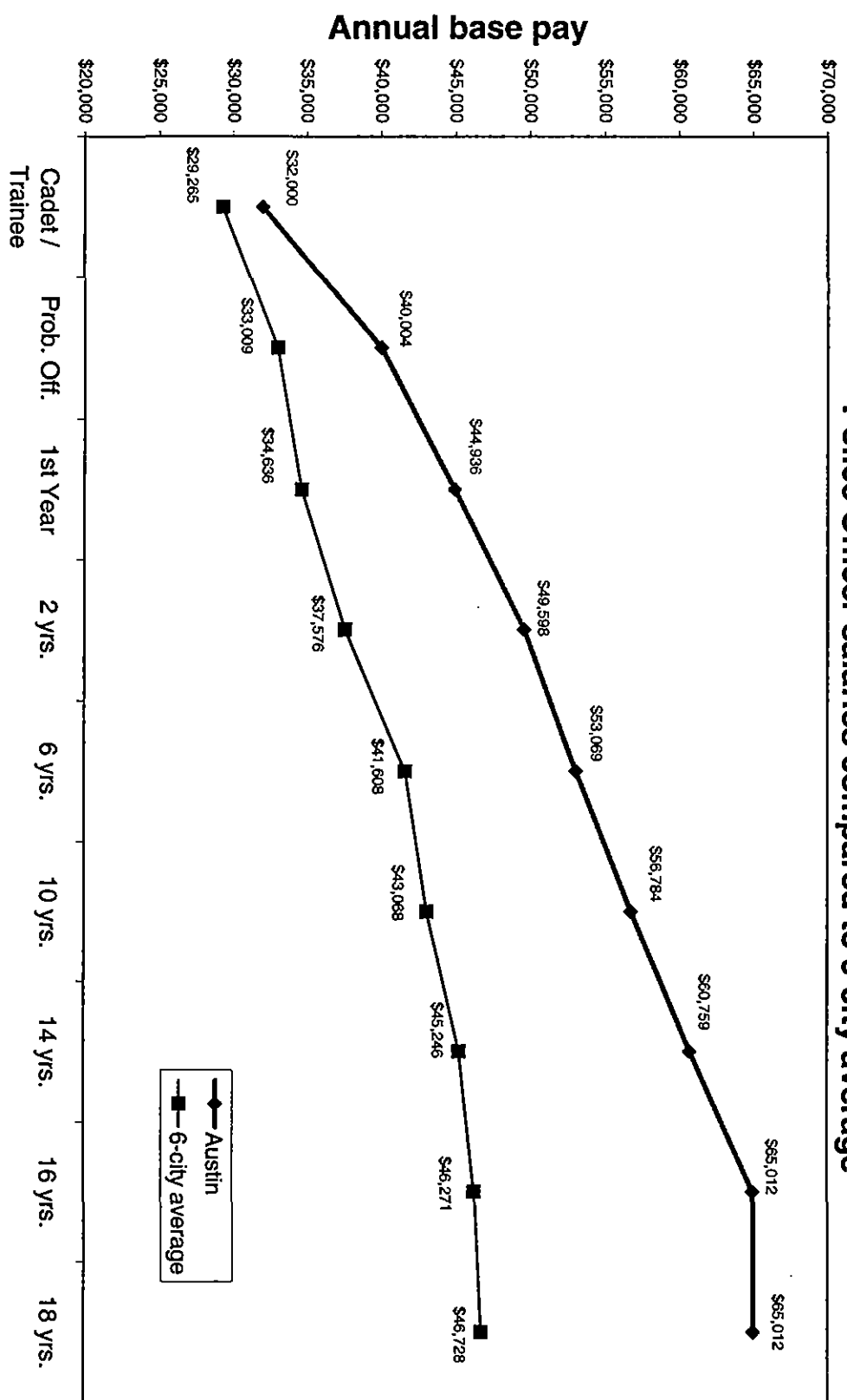
---

---

---



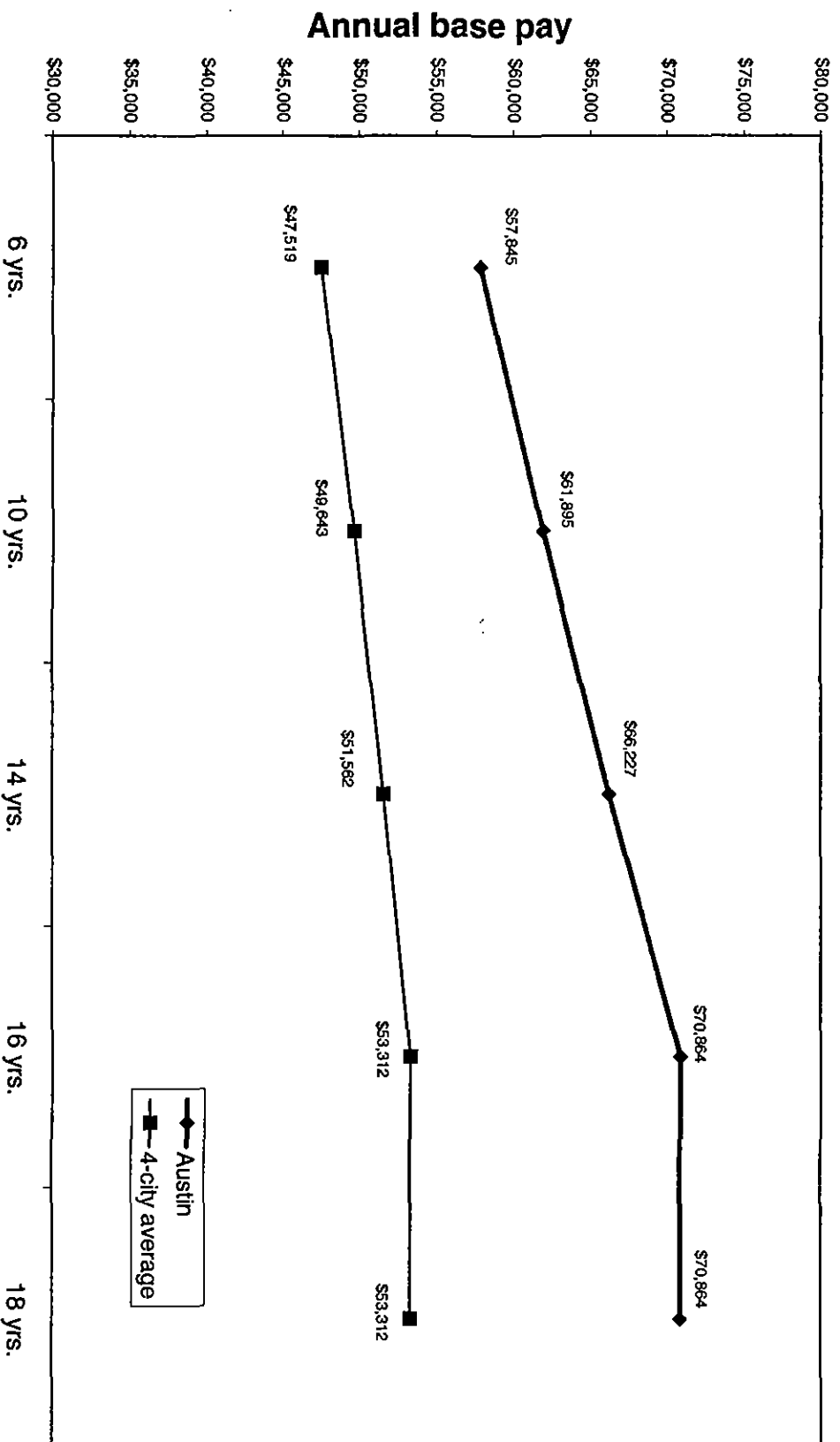
# Police Officer salaries compared to 6-city average



Comparison cities: Corpus Christi, Dallas, El Paso, Fort Worth, Houston, San Antonio

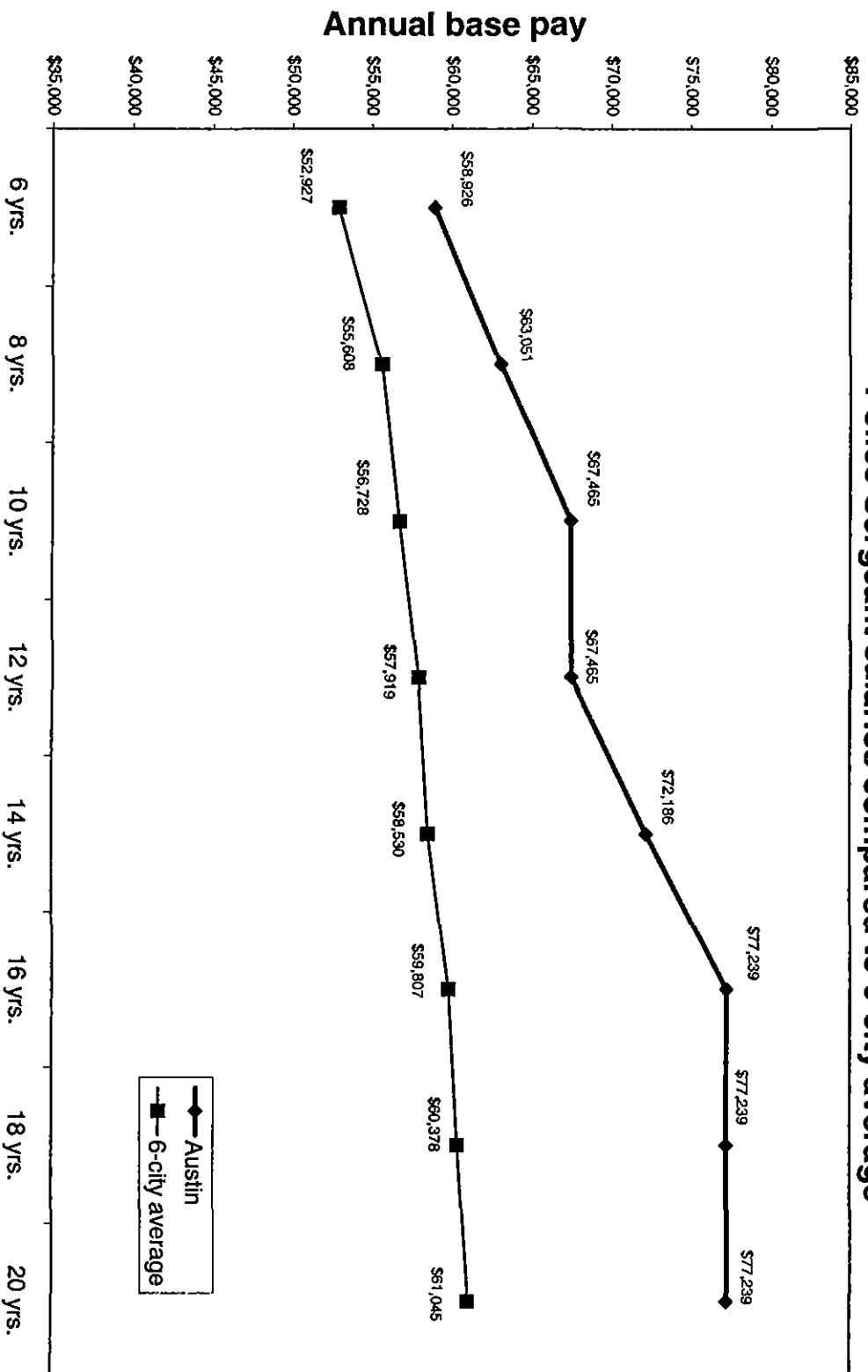
## Years with Department

## Police Corporal - Detective salaries compared to 4-city average

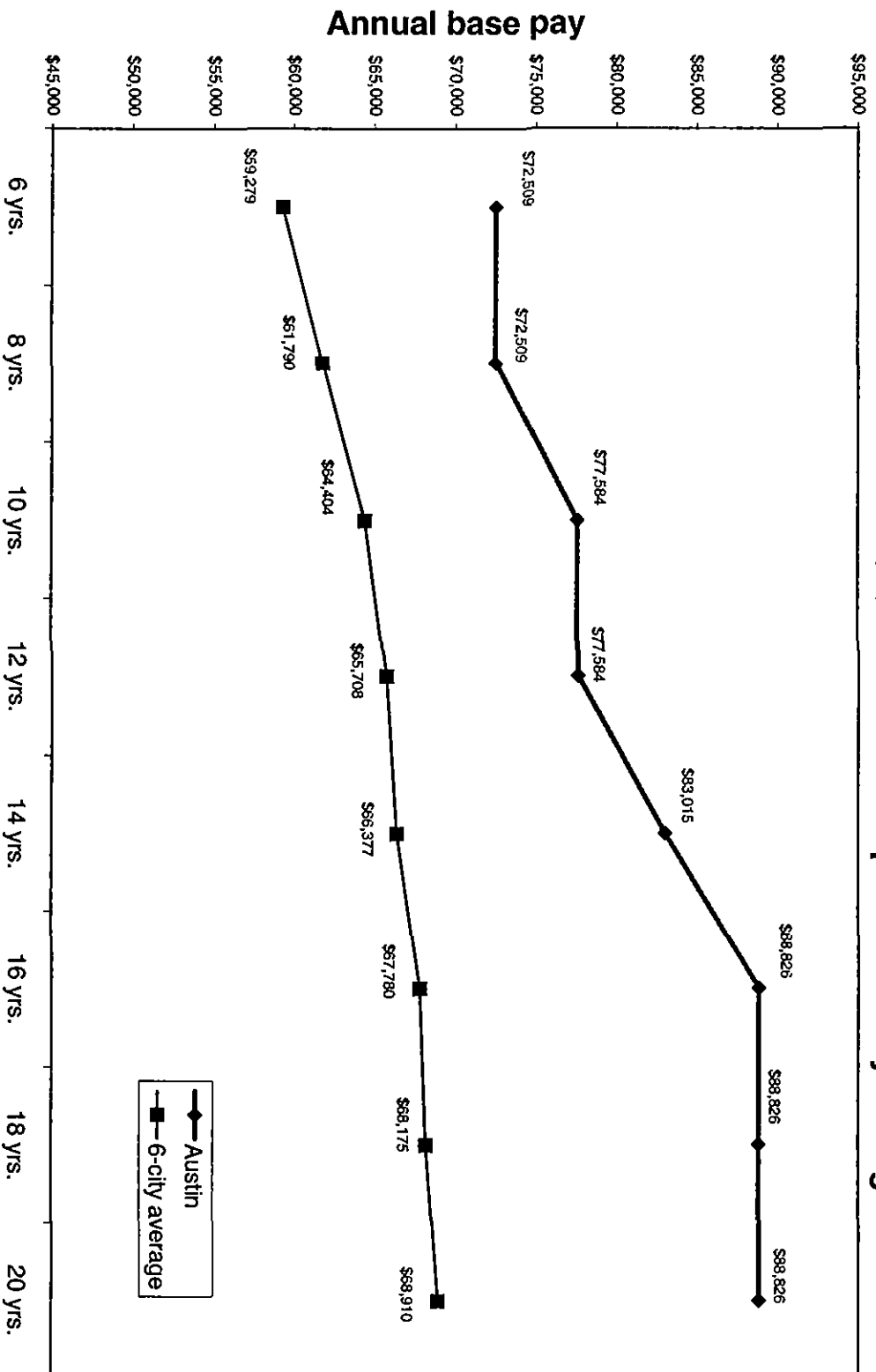


Comparison cities: Dallas, El Paso, Fort Worth, San Antonio (no job match for Corpus Christi & Houston)

## Police Sergeant salaries compared to 6-city average

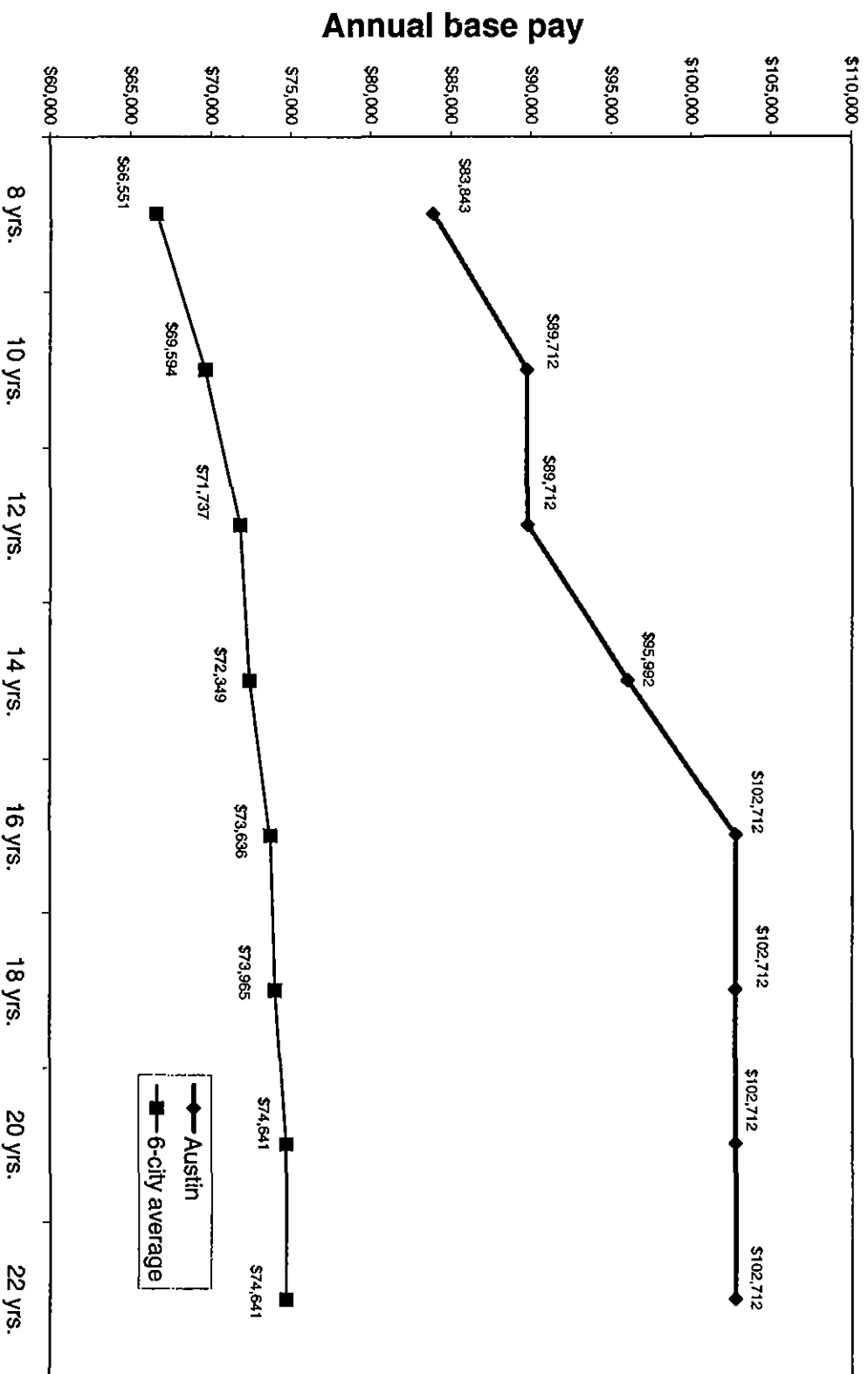


## Police lieutenant salaries compared to 6-city average



Comparison cities: Corpus Christi, Dallas, El Paso, Fort Worth, Houston, San Antonio

# Police Commander salaries compared to 6-city average



Comparison cities: Corpus Christi, Dallas, El Paso, Fort Worth, Houston, San Antonio