

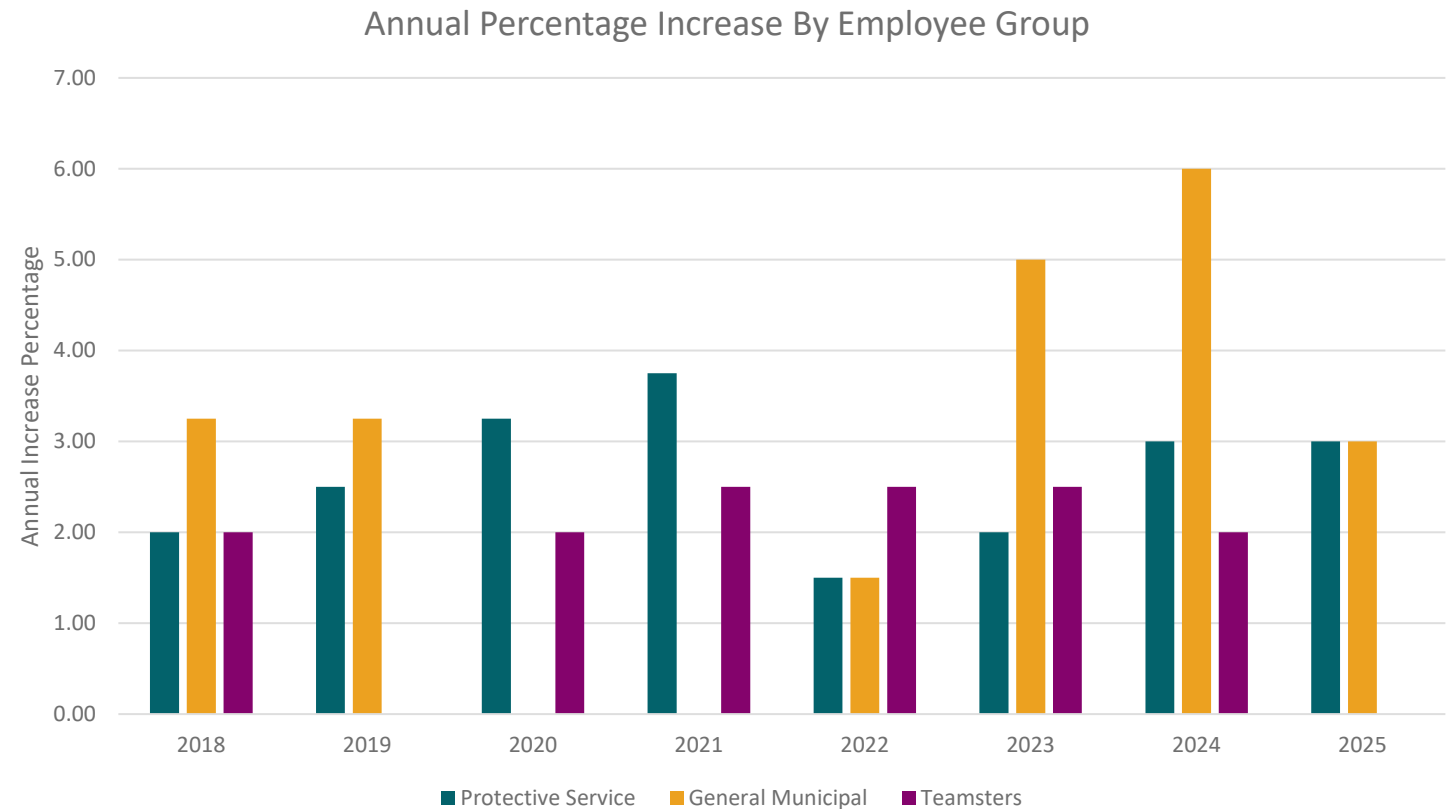


Bargaining Overview: Protective Services

Background

- Additional Notes

- Additional health contributions for Protective Services to ensure equity with general municipal employees in previous contract
- Average increase in previous contract period (2022-2025) for protective services is 2.38%
- Current agreements through December, 2025
- Bargaining to begin on or after July 30 for MPPOA and approximately September for IAFF



*Current 12 month CPI = 3%

Traditional Process

Development of initial proposal and review of bargaining strategy by City Finance Committee

Public Notice of Initial Exchange

Initial Exchange of Offers in Open Session with Reservation to Amend

Subsequent Closed Bargaining Sessions

Tentative Agreement with Wages, Hours, and Conditions of Employment

Ratification by Union

Ratification by the City at Common Council

Bargaining Rules

Prohibited Subjects of Bargaining

- Counter to State or Federal Law
- Health Care Plan Design

May not
be
Bargained

Permissive Subjects of Bargaining

- Uniforms and Equipment
- Training
- Staffing

May be
Bargained

Mandatory Subjects of Bargaining

- Wages, Hours, Conditions of Employment

Required
to be
Bargained

*Requirement or ability to bargain, does not mean the parties must come to agreement.

Scope of Bargaining

Within the Scope of Bargaining

- Pay and special pay provisions
- Leave and hours of work provisions
- Grievance handling and resolution
- Uniforms and Equipment
- Health Insurance and other employee benefits
- Legal Protections

Areas of Concern at discretion of Chief, **not in CBA**

- Standard Operating Procedures and Policies including use of force, performance evals, etc.
- Staffing and staffing related decisions
- Disciplinary processes and which are required to be overseen by the Police and Fire Commission
- Investigative processes
- Equipment used, militarization, and body-worn cameras
- Training
- Community oversight

Process Transparency/Confidentiality

While this is generally a confidential process, additional steps taken to ensure transparency:

- Initial briefing to Finance Committee
- Availability for additional briefings to PFC, PCOB, or other committees as requested
- Regular closed session Finance Committee updates
- Developing summary information for external communication

Next Steps

