

One Rdg. _____
P. Hrngs. _____
Pgs. 8
Filed: 05-28-19

Sponsored by: Fisk

First Reading: _____

Second Reading: _____

COUNCIL BILL 2019 - 132

SPECIAL ORDINANCE _____

AN ORDINANCE

1 APPROVING the Second Amendment to Article 18 – ‘Wages,’ of the Collective
2 Bargaining Agreement between the City and the Springfield Police
3 Officers’ Association, Fraternal Order of Police Lodge 22, and
4 authorizing the City Manager, or his designee, to acknowledge and
5 deliver the Second Amendment on behalf of the City to the Bargaining
6 Unit; and declaring an emergency.
7
8

9 WHEREAS, the City of Springfield, Missouri (the “City”) has an established
10 framework for certain City employees to engage in collective bargaining, and this
11 established framework is set forth in General Ordinance 6090; and
12

13 WHEREAS, the City recognizes the Springfield Police Officers’ Association,
14 Fraternal Order of Police Lodge 22 (hereinafter “SPOA 22”), as the sole collective
15 bargaining representative of the Springfield Police Department by Special Ordinance
16 26344; and
17

18 WHEREAS, the City established a team (the “City’s team”) for the purposes of
19 bargaining as the exclusive agent for the City for collective bargaining; and
20

21 WHEREAS, the City and SPOA 22 are parties to a certain Collective Bargaining
22 Agreement effective July 1, 2017 (“The Collective Bargaining Agreement”); and
23

24 WHEREAS, the City’s team met with SPOA 22 and conferred and discussed
25 wages, benefits, and other terms and conditions of employment in order to reach a
26 mutually satisfactory proposed Second Amendment to Article 18 of The Collective
27 Bargaining Agreement; and
28

29 WHEREAS, the City’s team and SPOA 22 reached an agreement on the Second
30 Amendment to Article 18 of The Collective Bargaining Agreement by and between the
31 City and SPOA 22 and submit the proposed Second Amendment (“Exhibit 1”) to City
32 Council for consideration and approval; and
33

34 WHEREAS, the agreement on the proposed Second Amendment to Article 18 –
35 Wages is economically consistent with the Fiscal Year 2019-2020 budget submitted for
36 approval by City Council.
37

38 NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
39 SPRINGFIELD, MISSOURI, as follows, that:
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41 Section 1 – The proposed Second Amendment to Article 18 – ‘Wages,’ of the
42 Collective Bargaining Agreement by and between the City and SPOA 22, which is
43 attached hereto and incorporated herein by this reference as “Exhibit 1,” has been
44 reviewed and considered by City Council.
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46 Section 2 – City Council approves the proposed Second Amendment to the
47 Collective Bargaining Agreement attached as “Exhibit 1” and hereby approves the
48 Second Amendment to Article 18 – ‘Wages’ of the Collective Bargaining Agreement as
49 a final and binding Second Amendment between the City and SPOA 22 for a finite term
50 and duration as set forth within the terms of the Collective Bargaining Agreement, as
51 now amended.
52

53 Section 3 – City Council hereby authorizes and directs the City Manager, or his
54 designee, to acknowledge and deliver, for and on behalf of, and as the act and deed of
55 the City, the Second Amendment to Article 18 – ‘Wages’ of the Collective Bargaining
56 Agreement to SPOA 22 as the final and binding Second Amendment to the Collective
57 Bargaining Agreement between the City and SPOA 22, and such other documents as
58 may be necessary or desirable to carry out and comply with the intent of this Ordinance.
59

60 Section 4 – This Ordinance shall inure to the benefit of the City and SPOA 22
61 and their respective successors and assigns.
62

63 Section 5 – The sections of this Ordinance shall be severable. In the event any
64 section of this Ordinance is found by a court of competent jurisdiction to be invalid, the
65 remaining sections of this Ordinance shall be deemed valid, unless the court finds the
66 valid sections of this Ordinance are so essentially and inseparably connected with, and
67 so dependent upon the void sections, that it cannot be presumed that City Council
68 would have enacted the valid sections without those deemed invalid; or unless the court
69 finds that the valid sections, standing alone, are incomplete and are incapable of being
70 executed in accordance with the legislative intent.
71

72 Section 6 – City Council hereby finds and declares that an emergency exists in
73 that this Ordinance relates to labor management relations and employee compensation
74 and benefits, and therefore, involves the immediate preservation of public peace,
75 property, health, and safety; therefore, this Ordinance shall be in full force and effect
76 immediately after its adoption by the City Council.
77

78 Passed at meeting: _____
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Mayor

Attest: _____, City Clerk

Filed as Ordinance: _____

Approved as to form: Rhonda Lewsader, City Attorney

Approved for Council action: Jason A. Hage, City Manager

EXPLANATION TO COUNCIL BILL 2019-132

FILED: 05-28-19

ORIGINATING DEPARTMENT: Human Resources

PURPOSE: Approving the Second Amendment to Article 18 – ‘Wages’ of the Collective Bargaining Agreement, between the City and the Springfield Police Officers’ Association, Fraternal Order of Police Lodge 22, and authorizing the City Manager, or his designee, to acknowledge and deliver the Second Amendment on behalf of the City to the Bargaining Unit; and declaring an emergency.

BACKGROUND: In light of Missouri Supreme Court rulings, the City, without affecting or superseding the authority of the Missouri State Board of Mediation, established a framework for certain regular employees of the City to engage in collective bargaining. Pursuant to City Code section 2-94, the City entered into collective bargaining with the Springfield Police Officers’ Association Fraternal Order of Police Lodge 22, the sole Bargaining Unit of the Springfield Police Department. The current agreement was entered into on July 1, 2017, and is being amended a second time. The attached "Exhibit 1," reflects the Second Amendment to Article 18 – ‘Wages’ of the Collective Bargaining Agreement, and this second amendment to the agreement was reached voluntarily through the collective bargaining process. The second amendment is to be effective July 1, 2019, through June 30, 2020.

REMARKS: The recommendations and explanations contained herein are consistent with City Council’s policies.

It is respectfully requested that Council give consideration and approval of the Second Amendment to Article 18 – ‘Wages’ of the Collective Bargaining Agreement, and that Council approve this second amendment to the Collective Bargaining Agreement with an effective date of July 1, 2019, through June 30, 2020.

Submitted by:



Darla Morrison,
Director of Human Resources

Approved by:



Jason Gage,
City Manager

Exhibit 1

SECOND AMENDMENT TO ARTICLE 18 – WAGES OF THE COLLECTIVE BARGAINING AGREEMENT

THIS SECOND AMENDMENT to Article 18 of THE COLLECTIVE BARGAINING AGREEMENT BETWEEN: THE CITY OF SPRINGFIELD, MISSOURI AND THE SPRINGFIELD POLICE OFFICERS' ASSOCIATION (SPOA), FRATERNAL ORDER OF POLICE LODGE 22 (the "Second Amendment") is between The City of Springfield, Missouri ("the City"), and The Springfield Police Officers' Association, Fraternal Order of Police Lodge 22 ("SPOA 22").

WHEREAS, the City and SPOA 22 are parties to a certain Collective Bargaining Agreement effective July 1, 2017 (the "Agreement"); and

WHEREAS, the City and SPOA 22 wish to amend a certain provision of the Agreement as hereinafter provided.

NOW, THEREFORE, in consideration of the premises and the mutual covenants and obligations hereinafter contained, the parties do hereby agree to amend the Agreement as hereinafter provided:

1. Effective as of the date approved by City Council, Article 18 – Wages, of the Agreement, is hereby deleted in its entirety and the following is inserted in its place:

ARTICLE 18 – WAGES

18.1 The economic package for SPOA 22 for Fiscal Year 2020 ("economic package") includes the following:

- (a) Effective during Fiscal Year 2020, the City will fund the Merit Steps for all Salary Grades within the bargaining unit contained in the Law Enforcement Schedule (LES) pay schedule.
- (b) Effective July 7, 2019, with a corresponding pay date of July 25, 2019, the City will create a new Step 14 for the salary grades specified below:
 - i. Step 14 for LES 2 will include a base amount of two and one-half (2.5%) percent increase above the base amount of the previous top step (Step 13);
 - ii. Step 14 for LES 5 will include a base amount of two and one-half (2.5%) percent increase above the base amount of the previous top step (Step 13);
 - iii. Step 14 for LES 10 will include a base amount of one and one-half (1.5%) percent increase above the base amount of the previous top step (Step 13); and
 - iv. LES bargaining unit employees who are already at Step 13 as of July 7, 2019 will be advanced to Step 14 that same pay period.

- (c) Effective July 7, 2019, with a corresponding pay date of July 25, 2019, the City will implement a one (1%) percent across-the-board pay increase.
- (d) Effective January 5, 2020, with a corresponding pay date of January 23, 2020 the City will implement a one (1%) percent across-the-board pay increase for all members of the Bargaining Unit.
- (e) The parties have reviewed the pay schedules attached as Exhibits A and B to this Second Amendment and have agreed that they have been accurately prepared.

18.2 Beginning with the 70th Academy Class, LES probationary employees who graduate from the Springfield Police Academy and after being commissioned as a law enforcement officer shall advance on the LES 2 Salary Grade from Step 1 to Step 2 effective the beginning of the first full pay period following academy graduation. Once advancement to Step 2 occurs the employee is then eligible to advance to the next step consistent with the criteria outlined in Merit Rule 18.2(a).

18.3 If at any time during Fiscal Year 2020 any Employee Group of City employees receives a wage and/or benefit package representing an amount greater than the economic package set forth above, then the SPOA 22 bargaining unit shall receive an across the board increase equal to the amount received by the Employee Group that is greater than their economic package. This "me too" provision shall take effect the first pay period following the City Council's approval of the other Employee Group's economic package, whether it is approved at the beginning of Fiscal Year 2020 or later in the fiscal year. This does not apply when increases or adjustments are made to specific positions within a defined Employee Group, or to those positions who report directly to City Council, or to an administrative board.

2. Unless otherwise indicated, all remaining provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Second Amendment as of the date and year first written below.

Date

THE CITY

By: _____
Jason Gage, City Manager

SPOA 22

By: _____
Chris Welsh, President

CITY OF SPRINGFIELD, MO
Human Resources Department
 LAW ENFORCEMENT (LES) SALARY SCHEDULE

EXHIBIT A

SALARY CHANGE:

Tentative CBA: Addition of a new top step at 2.5% for union Salary Grades 2 & 5. New top step at 1.5% for union Salary Grade 10. 1% increase to all steps for Salary Grades 2, 5, & 10

EFFECTIVE DATE: 7/7/2019

PAY DATE: 7/25/2019

GRADE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		GRADE
LES 2	17.62	1,409.60 36,649.60	18.53	1,482.40 38,542.40	19.46	1,556.80 40,476.80	20.24	1,619.20 42,099.20	21.05	1,684.00 43,784.00	21.97	1,757.60 45,697.60	22.94	1,835.20 47,715.20	24.07	1,925.60 50,065.60	LES 2
LES 5	19.15	1,532.00 39,832.00	19.98	1,598.40 41,558.40	20.83	1,666.40 43,326.40	21.91	1,752.80 45,572.80	22.91	1,832.80 47,652.80	23.95	1,916.00 49,816.00	25.01	2,000.80 52,020.80	26.24	2,099.20 54,579.20	LES 5
LES 10	21.98	1,758.40 45,718.40	23.15	1,852.00 48,152.00	24.13	1,930.40 50,190.40	25.33	2,026.40 52,686.40	26.48	2,118.40 55,078.40	27.67	2,213.60 57,553.60	28.90	2,312.00 60,112.00	30.35	2,428.00 63,128.00	LES 10

Partial Steps

GRADE	STEP 9		STEP 10		STEP 11		STEP 12		STEP 13		STEP 14		GRADE
LES 2	25.04	2,003.20 52,083.20	26.04	2,083.20 54,163.20	27.07	2,165.60 56,305.60	28.15	2,252.00 58,552.00	30.40	2,432.00 63,232.00	31.16	2,492.80 64,812.80	LES 2
LES 5	27.30	2,184.00 56,784.00	28.40	2,272.00 59,072.00	29.53	2,362.40 61,422.40	30.70	2,456.00 63,856.00	33.10	2,648.00 68,848.00	33.93	2,714.40 70,574.40	LES 5
LES 10	31.57	2,525.60 65,665.60	32.83	2,626.40 68,286.40	34.13	2,730.40 70,990.40	35.51	2,840.80 73,860.80	38.50	3,080.00 80,080.00	39.08	3,126.40 81,286.40	LES 10

Partial Step Eligibility: 12/2002

CITY OF SPRINGFIELD, MO
Human Resources Department
 LAW ENFORCEMENT (LES) SALARY SCHEDULE

EXHIBIT B

SALARY CHANGE:

Tentative CBA: 1% increase to all steps for Salary Grades 2, 5, & 10

EFFECTIVE DATE: 1/5/2020
 PAY DATE: 1/23/2020

GRADE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		GRADE
LES 2	17.80	1,424.00 37,024.00	18.72	1,497.60 38,937.60	19.66	1,572.80 40,892.80	20.45	1,636.00 42,536.00	21.27	1,701.60 44,241.60	22.19	1,775.20 46,155.20	23.17	1,853.60 48,193.60	24.32	1,945.60 50,585.60	LES 2
LES 5	19.35	1,548.00 40,248.00	20.18	1,614.40 41,974.40	21.04	1,683.20 43,763.20	22.13	1,770.40 46,030.40	23.14	1,851.20 48,131.20	24.19	1,935.20 50,315.20	25.27	2,021.60 52,561.60	26.51	2,120.80 55,140.80	LES 5
LES 10	22.20	1,776.00 46,176.00	23.39	1,871.20 48,651.20	24.38	1,950.40 50,710.40	25.59	2,047.20 53,227.20	26.75	2,140.00 55,640.00	27.95	2,236.00 58,136.00	29.19	2,335.20 60,715.20	30.66	2,452.80 63,772.80	LES 10

Partial Steps

GRADE	STEP 9		STEP 10		STEP 11		STEP 12		STEP 13		STEP 14		GRADE
LES 2	25.30	2,024.00 52,624.00	26.31	2,104.80 54,724.80	27.35	2,188.00 56,888.00	28.44	2,275.20 59,155.20	30.71	2,456.80 63,876.80	31.48	2,518.40 65,478.40	LES 2
LES 5	27.58	2,206.40 57,366.40	28.69	2,295.20 59,675.20	29.83	2,386.40 62,046.40	31.01	2,480.80 64,500.80	33.44	2,675.20 69,555.20	34.27	2,741.60 71,281.60	LES 5
LES 10	31.89	2,551.20 66,331.20	33.16	2,652.80 68,972.80	34.48	2,758.40 71,718.40	35.87	2,869.60 74,609.60	38.89	3,111.20 80,891.20	39.48	3,158.40 82,118.40	LES 10

Partial Step Eligibility: 12/2002