

Discussion Points for the Assembly and Summary of PSEA Tentative Agreement

- Sitka management was notified officially that PSEA had ratified the tentative agreement on September 3, 2019. The Assembly is now asked to approve the tentative agreement so that it can be implemented. Approval is recommended.
- In January 2019 then Chief Ankerfelt made a presentation to the Assembly recommending a \$5.00 increase to the hourly rates of pay for police. His presentation focused on the recruitment and retention problems of the Sitka Police Department, in particular the police officer positions. Given upcoming negotiations, Chief Ankerfelt's recommendation was not acted upon at that time.
- Upon the arrival of Chief Baty, similar concerns were expressed and became the focus of the negotiations of this tentative agreement. Recruitment and retention of police officers is at an all-time low nationwide. Additionally, problems in recruiting and retaining dispatchers and correctional officers in Sitka were discussed at the bargaining table. The other positions in the bargaining unit, although valued employees for the services they perform, did not show the same recruitment and retention issues. Consequently, the pay increases reflect the needs of the Department and specific job classes that demonstrate recurring recruitment and retention problems.
- The pay increases to payroll are as follows:

FY2020	6% for Police and Sergeants 5% for Dispatchers 4% for Correction Officers 2% for Multi-Services Officer 1.5% for all other job classifications
FY 2021	Step Increases for all employees 2.5% for employees in Steps A through G 1.5% for employees in Steps H to O
FY 2022	Step Increases for employees only in Steps A through G (2.5%) No step increase for employees in longevity steps (H to O)
- The increase for FY 2020 equals 4.53%, which includes the payroll costs on top of the percentage increase. In the fiscal year 2020 budget, the Assembly has already approved 2.5% increase to personnel costs. Consequently, the additional increase for fiscal year 2020 is 2.03%. A budget adjustment at this time is not thought to be necessary given the number of vacant positions. So, no new funds are required are anticipated in order to implement this Agreement.

- The increase for FY 2021 equals 2.26% and the increase for FY 2022 equals 2.01%. The cumulative effect of all increases over the three years is 8.51%.
- Contract language was reviewed by Chief Baty and Lt. Achee and questioned about how it worked or what it meant given it was original language from the first contract. With a new set of managerial eyes and objectives, updates and modifications to a number of Articles and Sections were made during these negotiations all designed to strengthen management rights and clarify or reduce employee entitlements.

The following Articles were modified or updated in the new Agreement. If the Article did not change, it is so noted below.

ARTICLE	CHANGE/NO CHANGE
Article 1 – Purpose	No change.
Article 2 – Recognition	No change.
Article 3 – Merit Principles and Nondiscrimination	No change.
Article 4 – Association Security and Activities	Modified to reflect the change in the law after the <i>Janus</i> case from the US Supreme Court that prohibits union membership as a job requirement
Article 5 – Management Rights	Formatting change only (1 paragraph turned into 2 paragraphs for easier reading)
Article 6 – Personal Leave	Minor changes to clean up and update language or to eliminate redundant or outdated language; modified the process to rollover unused mandatory usage; added clarifying language regarding pay for military leave
Article 7 – Relief Periods and Lunch Breaks	No change.
Article 8 – Wages, Overtime and Premium Pay	<p>July 1 2019: Created training rate for police officers without any education or experience</p> <p>Starting pay (Step A) for all job classifications adjusted based on retention and recruitment needs of department effective July 1, 2019:</p> <p>6% for Police and Sergeants 5% for Dispatchers 4% for Correction Officers 2% for Multi-Services Officer 1.5% for all other job classifications</p>

Article 8 – Wages, Overtime and Premium Pay (cont'd)	<p>July 1, 2020: Step Increase for all employees</p> <p>2.5% for employees in Steps A to H 1.5% for employees in Steps H through O</p> <p>July 1 2021:</p> <ul style="list-style-type: none"> • Step Increase for all employees in Steps A through G • No step increases for employees in Steps H to O <p>Other language changes in Article 8 represent a number of different department and union interests:</p> <ul style="list-style-type: none"> • How the new police officer training rate will work • Distribution of scheduled overtime • Clarifying that all premium pays are authorized by Chief, or his designee, and not by the employee • Re-write the shift differential to match with the current 12-hours schedules • Reduce detective premium pay from 5% to 2.5%
Article 9 – Uniforms, Property and Equipment	<p>Updated language that was obsolete and updated uniform items provided by department</p> <p>Eliminated Detective Uniform Allowance</p> <p>Clarified that any item purchased by department with allowance is considered SPD property and is returned to department upon termination of employment</p>
Article 10 – Training	Clarified when the employee is required to reimburse training costs incurred by the department and established a formula and conditions for such repayment
Article 11 – Employee Benefits	No change.
Article 12 – Travel Reimbursement	No change.
Article 13 – Safety	Added language creating expectation that employees will follow any Employer or department-specific safety rules; clarified the unique nature of law enforcement work as it relates to safety

Article 14 – Personnel Files	No change.
Article 15 – Grievance Procedures	No change.
Article 16 – Administrative Investigations	Modified how changes to the AI Manual are to be handled between the Chief and the Union
Article 17 – Probationary Periods and Performance Evaluations	No change
Article 18 – Discipline, Discharge and Resignation	Added language setting forth legally required <i>Weingarten</i> right of representation during investigative interview
Article 19 – Seniority, Layoff and Recall	No change.
Article 20 – Labor-Management Committee	Eliminated mandated labor management committee meetings; instead recognized the obligation of both parties to meet in good faith regarding the interpretation of the Agreement or any other matter of mutual concern
Article 21 – Holidays	Clarified when holiday premium pay is paid
Article 22 – General Provisions	No change.
Article 23 – Operating Procedures Manual	No change.
Article 24 – Personnel Policies	Updated language to reflect the anticipated implementation of an Updated Personnel Policy Handbook during the life of the Agreement
Article 25 – Duration	July 1, 2019– June 30, 2022
Appendix A - Leave Accrual Chart	No change.
Appendix B – Pay Matrix 2019	Reflects pay rates for all three years of Agreement