

Reply to Common Council File No. 021193

From DOA-Budget and Management Division

December 12, 2002

Ref: 02013

Common Council File 021193 contains an ordinance relating to additional vacation and off-time for members of the Police Department who demonstrate outstanding merit. Currently, the Chief of Police is authorized to establish departmental rules for the purpose of granting additional vacation and off-days to members of the police force who demonstrate outstanding merit in the apprehension of criminals and meritorious acts beyond the call of duty. Under this ordinance, non-sworn members of the Police Department will be eligible for additional vacation and off-days for meritorious acts.

According to the Police Department, the Chief granted merit time off to 20 Officers, totaling 384 hours in 2001 and to 30 Officers, totaling 224 hours for 2002 year to date. A query of the City's financials reveals that 128 merit hours has been expended YTD in 2002, totaling \$3,028.09.

The Police Department wants to offer this benefit to non-sworn members of the department to ensure fairness of the program. However, the City Labor Negotiator has stated that the City cannot unilaterally provide this benefit to non-sworn members of the Police Department outside of contract negotiations or without a memorandum of understanding by the affected unions. There is also a larger policy issue likely to be raised by the unions by requesting this benefit for all of their members in all city departments. This would create an unknown and potentially significant fiscal liability for the City.

RECOMMENDATION: DO NOT APPROVE THE ORDINANCE RELATING TO ADDITIONAL VACATION AND OFF-TIME FOR MEMEBERS OF THE POLICE DEPARTMENT WHO DEMONSTRATE OUTSTANDING MERIT.



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