

Federation Members: October 30, 2007

Grievance: There was a grievance filed by the Federation many months ago relating to a number of "Out-of-Title" issues including Acting Sergeants, Commanders and a few ECC positions. The contract is very clear: (Article 15.1, "EMPLOYER shall avoid, whenever possible, working an EMPLOYEE on an out-of-class assignment for a prolonged period of time"). For over a year there has been an increasing number of Acting Sergeants in place. The Federation believes that "hard-striped" promotions should have been made instead of "actings". Acting positions do not accrue time in grade and are at-will positions for the Chief to remove. Using actings hurts the member and the union. If this were allowed to continue, the department could refuse promotions altogether. It would simply be a system of: if you piss off a Chief, you are gone and in comes the buddy.

Resolution was made. The city agreed that all actings on an active list should be promoted using the existing Rule of Three. Unfortunately it appears that the Chief will lay-off a number of sergeants and they will go back to the rank of officer in the bid. This is bad for short term individual scheduling but good for their future promotional opportunities. At the October Stewards' meeting the Chief stated his original intention was to "let the (sgt's) list die", therefore allowing many long-term actings to pass with it. Now each will have a 3 year reinstatement agreement. When an opening occurs they will be reinstated hard-striped sergeants in the original promotion order allowed by the list and Rule of Three. It is unclear to the Federation why the city knows it needs X number of sergeants and funds them in an acting status but refuses to pay the identical rate in a promoted status.

Salary Increases: There was a rumor that the Federation was "sitting" on the contract and refusing to sign it. That is absolutely false! After clarification was made by the arbitrator it was in the hands of our attorney. He reviewed it thoroughly and found a number of errors that were corrected between the city and the Federation. It would be completely irresponsible to negotiate for months and arbitrate a contract and then just sign off without counsel review.

Please contact me with any questions @ 651-402-6616.

Sincerely,

David A. Titus