



**Background Paper for Proposed Ordinance**

**COUNCIL MEETING DATE:** March 14, 2022

TO: President Heather Graham and Members of City Council

CC: Nicholas A. Gradisar, Mayor

VIA: Marisa Stoller, City Clerk

FROM: Chris Noeller, Chief of Police

SUBJECT: AN ORDINANCE APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PUEBLO AND THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 537 RELATING TO A 4/10 WORK SCHEDULE FOR EMPLOYEES ASSIGNED TO THE SPECIAL INVESTIGATIONS DIVISION AND AUTHORIZING THE MAYOR TO EXECUTE SAME

**SUMMARY:**

The proposed Memorandum of Understanding implements a 4/10 work schedule (Ten [10] hour shifts for four (4) consecutive days during the workweek) on a trial basis for covered employees assigned to the Special Investigations Division.

**PREVIOUS COUNCIL ACTION:**

None

**BACKGROUND:**

This schedule adjustment will benefit the employees of the Narcotics Unit in several ways. First, the Unit will be able to dedicate 25% consecutive hours to their daily work without causing overtime hours. Second, the move to the four-day workweek aligns the Special Investigations Division (SID) with the vast majority of the Pueblo Police Department. The SID is one of the few groups within the organization still on the five-day workweek. The three-day break rather than the two-day break increases employee satisfaction, allows the employees of the Unit to disconnect and decompress; to take time away to dedicate to their home lives. The PPD could benefit through increased productivity, decreased worker burnout, and lower turnover.

**FINANCIAL IMPLICATIONS:**

There should be no additional cost to the City of Pueblo.

**BOARD/COMMISSION RECOMMENDATION:**

Not Applicable.

**STAKEHOLDER PROCESS:**

Not Applicable.

**ALTERNATIVES:**

City Council may decline the MOU. If that occurs, the Division will continue their current schedule.

**RECOMMENDATION:**

The Pueblo Police Department recommends approval of the Ordinance.

**Attachments:**

MOU

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PUEBLO AND THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 537 RELATING TO A 4/10 WORK SCHEDULE FOR EMPLOYEES ASSIGNED TO THE SPECIAL INVESTIGATIONS DIVISION AND AUTHORIZING THE MAYOR TO EXECUTE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The Memorandum of Understanding between the City of Pueblo and the International Brotherhood of Police Officers Local 537 (“Amendment”), a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor is authorized to execute the Amendment in the name of the City and the City Clerk is directed to affix the seal of the City thereto and attest same.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the policies and procedures described herein.

SECTION 3.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

**Action by City Council:**

Introduced and initial adoption of Ordinance by City Council on \_\_\_\_\_.

Final adoption of Ordinance by City Council on \_\_\_\_\_.

\_\_\_\_\_  
President of City Council

**Action by the Mayor:**

- Approved on \_\_\_\_\_.
- Disapproved on \_\_\_\_\_ based on the following objections:

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\_\_\_\_\_  
Mayor

**Action by City Council After Disapproval by the Mayor:**

- Council did not act to override the Mayor's veto.
- Ordinance re-adopted on a vote of \_\_\_\_\_, on \_\_\_\_\_
- Council action on \_\_\_\_\_ failed to override the Mayor's veto.

\_\_\_\_\_  
President of City Council

ATTEST

\_\_\_\_\_  
City Clerk