



**HUMAN RESOURCES
DEPARTMENT**
City of Burlington

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To: Board of Finance

From: Benjamin Pacy, Human Resources Generalist
Susan Leonard, Human Resources Director

Date: March 7, 2013

Re: Burlington Police Department – Returning Police Officer Kristian Young Step Placement

Pursuant to Deputy Chief Morrison's request in the attached memo and the attached Memorandum of Understanding with the Burlington Police Officers' Association, we respectfully request and recommend that Officer Young be allowed to return to the position of Police Officer as a rehire, placed at Step 7 of the PUPS (Police Unified Pay Scale).

As detailed in the attached memo, this adjustment will place Officer Young at the pay level that accurately reflects where he was upon his resignation. He actually left the day before he was entitled to go from Step 6 to Step 7. The compensation for Step 7 on the PUPS is \$55,857.

The Chief of Police has indicated that this position was budgeted for at the Step 7 level in the FY13 Budget, since Officer Young did not resign until July 10, 2012. There should be no additional impact upon the General Fund in FY13.

The approval of this Step Placement does not require City Council approval as it is not above Step 7 on the salary table.



BURLINGTON POLICE DEPARTMENT

1 North Avenue
Burlington, Vermont 05401

Michael E. Schirling
Chief of Police

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To: Board of Finance
From: Deputy Chief Jennifer Morrison
Subject: Rehire of veteran BPD officer
Date: March 7, 2013

BPD is pleased to welcome back Kristian Young to our ranks. Kris completed seven years of service with our organization prior to separating in July 2012. He moved out of State for family reasons and began working for a municipal police agency in New Hampshire. He has expressed interest in returning to BPD in April.

At the time of his separation from BPD, Kris had completed step 6 in the BPOA pay scale. In the intervening 9 months he has gained a different perspective in municipal policing and has kept up his trainings and certifications. It is our intention to start him at Step 7 upon his return. Kris was a valuable asset to us, having served as a patrol officer, a Field Training Officer, a detective and more. His return will be an immediate addition to the patrol division without the need of the typical training period of many months.

BPD has entered into a MOU with the BPOA to place Kris at step 7, which is beyond the step 5 allowed by contract. It is also our intention to ask for modification to this contract language at negotiations because it is an impediment to being able to bring back highly qualified and fully trained former employees.

We ask for the support of both Human Resources and the BOF in this so that we may immediately bolster our ranks with a highly successful, fully trained police officer.

Please do not hesitate to contact me if you have any questions. I make this request on behalf of the Chief of Police with his full support. Thank you for your consideration.

Respect ~ Honor ~ Remember

Officer James P. McGrath, end of watch May 12, 1904; Officer J. Albert Fisher, end of watch December 15, 1947

MEMORANDUM OF AGREEMENT
Between
CITY OF BURLINGTON POLICE DEPARTMENT
And
BURLINGTON POLICE OFFICERS ASSOCIATION

Whereas, the City of Burlington and the Burlington Police Officers Association (hereinafter "Association") are parties to a Collective Bargaining Agreement (hereinafter "Agreement") setting forth the terms and conditions of employment for employees of the Burlington Police Department (hereinafter "Department"); and

Whereas, the Department has rehired Kristian Young, a former Burlington Police Officer (hereinafter "K. Young"); and

Whereas, there has arisen a dispute regarding the unique circumstances surrounding K. Young's rehire the parties have agreed to certain conditions applicable to the rehiring of K. Young that may differ from certain provisions of the Agreement:

Now Therefore, Be it Resolved, that the parties hereto agree as follows with respect to the rehiring of K. Young:

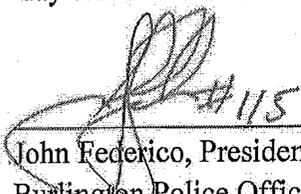
1. K. Young shall be placed on the seniority list based on his most recent date of hire, and shall not be credited with seniority for prior service;
2. K. Young shall serve a six (6) month period of probation, after which he shall move to permanent status unless the Department takes action contrary thereto within that time period;
3. K. Young shall be placed at Step 7 of the officers pay scale set forth as Appendix A to the Agreement between the parties;
4. To the extent the terms for the rehiring of K. Young set forth herein differ from the specific provision of the Agreement between the parties, it is agreed that such differences are based upon unique circumstances present in this case, and shall not be used or cited by either party as precedent in the hiring of any future new or rehired employee.

Dated at Burlington, Vermont this 7th day of March 2013.



Michael Schirling, Chief
Burlington Police Department
For the City

Dated at Burlington, Vermont this 7th day of March 2013.



John Federico, President
Burlington Police Officers Assn.
For the Association