



## LEGISLATIVE MEMORANDUM

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Suzanne Sherman, City Manager

**THRU:** City Manager's Office

**DATE:** May 16, 2024

**RE:** Consideration of Collective Bargaining Agreements with the Fraternal Order of Police (FOP) for Police Officer's, Sergeant's, and Lieutenant's Units  
(AGENDA REVISION)

### SUMMARY:

Staff held an Executive Session with City Council for the purpose of discussing the contracts on Tuesday, May 14, 2024.

The proposed FOP contracts address compression issues in the first year of the contract and makes adjustments to individual salaries based on time in grade. Note that 6% is the average adjustment for Year 1, but adjustments will fall on anniversary dates and will affect each current employee differently. The new step plan with reduced steps and higher starting pay also makes promotion more attractive within the department and improves the City's competitive position in hiring new officers, and includes an increase for Year 2 – 5% plus merit and Year 3 – 4% plus merit. In addition to salary changes, other fiscal impact items include a change to the pension monthly contribution from \$35 to \$45.

For Year 1, the following changes will be reflected:

- ***New Officer (Step 1) from \$50,577 to \$53,612***
- New Sergeant (Step 1) from \$73,419 to \$80,259
- New Lieutenant (Step 1) from \$87,883 to \$97,695

The fiscal impact is further broken down in the attachments, along with the various language changes proposed.

### REQUESTING DEPARTMENTS:

City Manager's Office

**FISCAL IMPACT:**

Projections assume all positions filled based on current staffing: Year 1 \$1,427,015; Year 2 \$1,530,214, and Year 3 \$1,627,737.

**STAFF RECOMMENDATION:**

Motion to authorize the City Manager to sign the Collective Bargaining Agreements with FOP for Officer's, Sergeant's, and Lieutenant's Units.

**ATTACHMENTS:**

1. Fiscal Impact
2. Overview of Wage Comparisons
3. Officers Unit
4. Sergeants Unit
5. Lieutenants Unit