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Date: September 19, 2018
To: Mayor Troxell and City Council
From: Kelly DiMartino, Sr. Assistant City Manager *KD*
Through: Darin Atteberry, City Manager *D*
Re: Collective Bargaining Contract

Earlier this month, City staff and the Fraternal Order of Police (FOP) reached tentative agreement on a collective bargaining contract for 2019, 2020 and 2021. Bargaining unit members voted to ratify the proposed contract with 89% of the members voting, and of those, 98% voted in support.

On October 2, staff will bring forward a Resolution asking Council to approve the terms and conditions of employment for members of the bargaining unit for 2019, 2020 and 2021 and authorizing the City Manager to execute the agreement on behalf of the City. Based on discussion at Leadership Planning Team, then intent is to place this item on consent unless Councilmembers indicate otherwise.

SUMMARY OF CONTRACT CHANGES

Staff believes that this contract moves the bargaining unit into a very competitive position over the next three years and meets our joint interests to remain competitive into the future. Following is a summary of the changes from the previous contract:

- Language included that aligns bargaining unit with other City employees not allowing members to extend their last day worked with accrued leave time in order to extend City benefits.
- Revised \$50,000 one-time stipend to a \$4,000 annual stipend to cover health-related expenses for those retirees at least 55 years of age with 20 years of service, while allowing five (5) years of transfer credit from another agency to count toward that 20-year mark. This benefit will end the year retirees reach the age of 65.
- Increased the City's contribution to employees 401(a) retirement accounts to 10% of employee salary in 2019, 10.5% of employee salary in 2020, and 11% of employee salary in 2021. This increased total City contribution to retirement accounts to 14% by the third contract year and keeps us competitive as compared to our peer cities.
- Increased the salary ranking of the bargaining unit to match the 4th position of Front-Range comparison agencies, up from halfway between 4th and 5th.
- Added the ability for Police management to create a new skill level for detectives and fixed an issue from the previous contract that resulted in issues scheduling breaks for officers and dispatchers.
- Provided for CBU members who work at least 30 minutes of a scheduled shift on a holiday or designated holiday to claim their entire shift as worked holiday for the purposes of compensation.
- Included City funding to offset tax burden on existing clothing allowance.

CITY FINANCIAL IMPACTS

This contract is expected to cost the City an additional \$1.65 million over the three years of its existence. This cost is broken down in the following manner:

- \$1.385M for retirement contribution increases - \$330,000 in 2019, \$458,500 in 2020, and \$597,000 in 2021.
- \$236,000 in maximum liability for the retiree health stipend
- \$30,000 estimated cost to match the 4th ranking salary of Front Range jurisdictions



The Police Services budget included in the City Manager's Recommended 2019-2020 Budget which Council is currently considering was built to include costs which adequately cover what's noted above for 2019 and 2020.

CC:

Jeff Swoboda, Chief of Police

Greg Yeager, Deputy Chief of Police

Teresa Roche, Chief Human Resources Officer

Tyler Marr, Policy and Project Manager