

ORDINANCE NO. 015, 2025
OF THE COUNCIL OF THE CITY OF FORT COLLINS
APPROPRIATING PRIOR YEAR RESERVES IN THE GENERAL
FUND FOR THE COST OF POLICE SERVICES SALARY AND
BENEFIT INCREASES AS PROVIDED IN THE COLLECTIVE
BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF
POLICE

A. On December 3, 2024, the City Council adopted Resolution 2024-141 approving a collective agreement between the City and the Northern Colorado Lodge #3 of the Fraternal Order of Police (“CBA”).

B. On December 28, 2024, the parties executed the CBA.

C. The CBA contains a provision giving the City until January 12, 2025, to collect salary market data from several different identified benchmark agencies for the classified positions in the collective bargaining unit.

D. The Fort Collins Police Services (“FCPS”) operational budget includes employee salary expenses.

E. The terms of the CBA call for salary increases equal to or greater than 4% for members of the collective bargaining unit.

F. The budget shortfall is \$750,000.

G. This appropriation benefits the public health, safety and welfare of the residents of Fort Collins and serves the public purpose to include enforcement of the provisions of the City Code and state law and such other functions and duties necessary to preserve the public peace, prevent crime, apprehend criminals and protect rights of persons and property through enforcement of penal laws of the City and the state.

H. Article V, Section 9 of the City Charter permits the City Council, upon the recommendation of the City Manager, to make supplemental appropriations by ordinance at any time during the fiscal year such funds for expenditure as may be available from reserves accumulated in prior years, notwithstanding that such reserves were not previously appropriated.

I. The City Manager has recommended the appropriation described herein and determined that this appropriation is available and previously unappropriated from the General Fund and will not cause the total amount appropriated in the General Fund to exceed the current estimate of actual and anticipated revenues and all other funds to be received in this Fund during this fiscal year.

In light of the foregoing recitals, which the Council hereby makes and adopts as determinations and findings, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF

FORT COLLINS that there is hereby appropriated from prior year reserves in the General Fund the sum of SEVEN HUNDRED FIFTY THOUSAND DOLLARS (\$750,000) to be expended in the General Fund for the cost of Police Services salary and benefit increases as provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

Introduced, considered favorably on first reading on February 4, 2025, and approved on second reading for final passage on February 18, 2025.

Mayor

ATTEST:

City Clerk

Effective Date: February 28, 2025
Approving Attorney: Sara Arfmann