

AGENDA ITEM SUMMARY

City Council



STAFF

Kelley Vodden, Director of Compensation, Benefits, and Wellness
Teresa Roche, Human Resources Executive

SUBJECT

Items Relating to the 2025 City Classified Employee Pay Plan as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

EXECUTIVE SUMMARY

A. Second Reading of Ordinance No. 014, 2025, Adopting the 2025 Amended City Classified Employee Pay Plan to Update Classified Positions as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

B. Second Reading of Ordinance No. 015, 2025, 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.

These Ordinances, unanimously adopted on First Reading on February 4, 2025, adopt changes to the 2025 City Classified Employee Pay Plan based on an annual market analysis conducted as agreed upon through the 2025-2027 Collective Bargaining Agreement (the "Agreement") with the Northern Colorado Lodge #3 of the Fraternal Order of Police ("FOP"). The Agreement was approved by Council by Resolution on December 3, 2024. The Agreement specifies a salary data collection method and evaluation process that includes market data as of early January. This data has been collected and analyzed, resulting in the revised 2025 City Classified Employee Pay Plan.

After First Reading, Exhibit A to the Ordinance has been amended to reflect a new salary for Police Sergeant Step 1 to mitigate compression. An updated version with the salary highlighted is attached to this AIS. A clean version of the Exhibit is attached to the Ordinance for Second Reading.

STAFF RECOMMENDATION

Staff recommends adoption of the Ordinances on Second Reading.

FIRST READING BACKGROUND / DISCUSSION

The City utilizes a common compensation methodology to assess jobs, combine them into job functions and establish pay ranges. Pay ranges are categorized and grouped, and become the Classified Employee Pay Plan which sets the minimum, midpoint, and maximum of pay ranges for the levels within each career group and function. While the methodology for assessing jobs and developing pay ranges for jobs within

the FOP's bargaining unit is outlined in the agreement, police collective bargaining unit positions are included in the Classified Employee Pay Plan.

Council approved the Agreement by Resolution No. 2024-141 on December 3, 2024. The Agreement specifies a salary data collection method and evaluation process that includes collection of market data as of early January. This analysis includes collecting pay range maximums for law enforcement positions from 12 identified benchmark agencies: Denver, Aurora, Boulder, Larimer County, Greeley, Thornton, Arvada, Lakewood, Longmont, Loveland, Westminster, and Broomfield. It also includes collecting salary data from dispatch centers for dispatch and communications centers.

The analysis resulted in the following recommended 2025 Pay Plan Structure adjustments:

- Police Officer, 4.94%
- Police Corporal, 4.94%
- Police Sergeant, 4.12%
- Police Lieutenant, 4.28%
- Community Service Officer, 4.94%
- Senior Supervisor, CSO, 4.94%
- Emergency Communications Dispatcher, 7.87%
- Senior Supervisor, Emergency Communications, 4.00%
- Senior Manager, Emergency Communications, 4.00%

Actual employee salary increases are determined administratively and implemented using the Council adopted employee pay increase budget and Police Services operational budget.

This appropriation does not cover costs related to City contribution increases to the Post Employment Health Plans for collective bargaining unit members. The contribution increases were included in the Agreement, which was approved by the Council on December 3, 2024. An additional appropriation will come forward to address those costs.

CITY FINANCIAL IMPACTS

The needed funds to cover the increases over budget in salary, overtime, and benefits total approximately \$750,000. These funds will come from General Fund Reserves already committed for these purposes.

BOARD / COMMISSION / COMMITTEE RECOMMENDATION

None.

PUBLIC OUTREACH

None.

ATTACHMENTS

First Reading attachments not included.

1. Ordinance A for Consideration
2. Exhibit A to Ordinance A
3. Ordinance B for Consideration
4. First Reading Exhibit A – with change highlighted