

AGENDA ITEM SUMMARY

City Council



STAFF

Jennifer Zwiefka, Sr Analyst, Compensation
Kelley Vodden, Director of Compensation, Benefits, and Wellness
Teresa Roche, Human Resources Executive

SUBJECT

First Reading of Ordinance No. 013, 2026, Adopting the 2026 Amended City Classified Employee Pay Plan to Update Classified Positions as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

EXECUTIVE SUMMARY

The purpose of this item is to recommend changes to the 2026 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 2024-141 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 2026 City Classified Employee Pay Plan.

STAFF RECOMMENDATION

Staff recommends adoption of the Ordinance on First Reading.

BACKGROUND / DISCUSSION

The methodology for evaluating and establishing pay ranges for jobs within the Fraternal Order of Police (FOP) bargaining unit is defined in the collective bargaining agreement (CBA), which was approved by City Council through Resolution 2024-141 on December 3, 2024. The CBA outlines a salary data collection and evaluation process that requires the City to gather pay range maximums for comparable law enforcement positions from twelve designated benchmark jurisdictions.

Once the market data is collected, pay range maximums are ranked in order from highest to lowest for each job. The City then aligns its highest salary step to the fourth-highest ranking among the twelve comparable jurisdictions.

The benchmark jurisdictions include Arvada, Aurora, Boulder (City), Broomfield, Denver, Greeley, Lakewood, Larimer County, Longmont, Loveland, Thornton, and Westminster. For dispatch and communications jobs, market data is also collected from Boulder County, Jeffcom911, and Weld County.

The recommended 2026 pay plan structure adjustments are as follows:

- Police Officer: 4.06%
- Police Corporal: 4.06%
- Police Sergeant: 4.35%
- Police Lieutenant: 3.11%
- Community Service Officer: 4.06%
- Senior Supervisor, CSO: 4.06%
- Emergency Communications Dispatcher: 4.53%
- Senior Supervisor, Emergency Communications: 3.53%
- Senior Manager, Emergency Communications: 2.00%

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

CITY FINANCIAL IMPACTS

The needed funds to cover the increases over budget in salary, overtime, and benefits total approximately \$1,025,000. These funds will come from General Fund Reserves already appropriated in the Annual Appropriation Ordinance for 2026 for these purposes; **no additional appropriation is needed.**

BOARD / COMMISSION / COMMITTEE RECOMMENDATION

None.

PUBLIC OUTREACH

None.

ATTACHMENTS / LINKS

1. Ordinance No. 013, 2026