

# 2025-2027 Collective Bargaining Agreement

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**Tyler Marr**

Deputy City Manager



# Background

- Current bargaining agreement expires end of year
- Bargaining commenced in summer, 2024
- Tentative contract is for three years (through 2027)
- FOP members will be voting to ratify by December 2







- Fostering and preserving public trust and ensuring community safety
- Keeping Bargaining Unit (BU) members at a competitive position in the Front Range market for total compensation
- Employee safety and well-being
- Consistency of policies and benefits with other city employees as compared to other City employees, recognizing the unique characteristics of police work
- Good stewardship of resources

# Summary of Significant Changes from Previous Contract

- Added amendments to clarify Memo of Understanding clarity and provide for future Amendment options.
- Doubled time for Field Training Officer and Communications Training Officer compensation.
- Military leave has been increased from 120 to 300 hours, and accruals/seniority while deployed/training have been extended
  - This change is being made Citywide.
- Market competitive increases to City contribution for 457. Total base contribution to the account will be:

2025	0.4%
2026	0.7%
2027	1.0%





- Inflationary increases for clothing and boot allowances.
- Doubled Compensation Time maximum carry-over balance to 240 hours.
- Expanded use of Worked Holiday to all CBU members with supervisor approval.



- Changes across the life of the contract represent a maximum cost increase of \$710,000.
- Majority of that is represented in the increase to retirement contributions (\$608k)





**Thank you!**