

RESOLUTION 2024-141
OF THE COUNCIL OF THE CITY OF FORT COLLINS
APPROVING A THREE-YEAR COLLECTIVE BARGAINING
AGREEMENT WITH NORTHERN COLORADO LODGE #3 OF
THE FRATERNAL ORDER OF POLICE

A. On August 10, 2004, the electors of the City approved at a special City election an ordinance that contains a comprehensive scheme for collective bargaining between the City and certain employees of its Police Services (the “Ordinance”).

B. The Ordinance amended the City Code by adding a new Division 7 to Article VII Chapter 2 of the Code entitled “Public Safety Administration Cooperative Agreement.

C. On September 28, 2005, the District Court for Larimer County, Colorado, entered an Order in Case Number 05-CV-1146 invalidating portions of the Ordinance dealing primarily with binding arbitration and leaving intact those portions of the Ordinance requiring good faith negotiations between the City and the designated bargaining agent.

D. Pursuant to the provisions of the Ordinance, the Northern Colorado Lodge #3, Colorado Fraternal Order of Police (“FOP”) was selected as the designated bargaining agent for those employees of Police Services who are members of the bargaining unit.

E. In 2006, the City and the FOP entered into a collective bargaining agreement for 2006-2007 and, since that time, the parties have approved and executed subsequent agreements for each ensuring a two-year period until a one-year period for the year 2018 and then three-year periods since 2018.

F. The latest such agreement will expire on December 31, 2024.

G. The City and the FOP have, pursuant to the provisions of the Ordinance, again engaged in negotiations regarding the terms and conditions of a new collective bargaining agreement for a three-year term to begin in 2025.

H. The City Manager has recommended the City Council approval of such agreement.

I. The members of Lodge #3 of the Fraternal Order of Police opened voting on November 20, 2024 with the voting to be closed on December 2, 2024, to approve and ratify that certain collective bargaining agreement, a copy of which is attached as Exhibit “A”, attached hereto and incorporated herein by this reference.

J. The City Council, having considered the terms and conditions of the proposed agreement, believes that it would be in the best interests of the City to approve the same.

In light of the foregoing recitals, which the Council hereby makes and adopts as determinations and findings, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS that the Council hereby approves the terms and conditions of that certain collective bargaining agreement, a copy of which is attached hereto as Exhibit "A" and incorporated herein by this reference and authorizes the City Manager to execute the collective bargaining agreement on behalf of the City

Passed and adopted on December 3, 2024.

Mayor

ATTEST:

City Clerk

Effective Date: December 3, 2024
Approving Attorney: Sara Arfmann