

AGENDA ITEM SUMMARY

City Council



STAFF

Tyler Marr, Deputy City Manager

SUBJECT

Resolution 2024-141, Approving a Three-Year Collective Bargaining Agreement with the Northern Colorado Lodge #3 of the Fraternal Order of Police.

EXECUTIVE SUMMARY

The purpose of this item is to approve a bargaining agreement between the City and the Northern Colorado Lodge #3, Colorado Fraternal Order of Police (FOP), and authorize execution of such agreement. The City and the FOP, using an Interest Based Bargaining (IBB) approach, engaged in negotiations regarding the terms and conditions of a possible bargaining agreement for 2025, 2026, and 2027. City staff and the FOP have tentatively reached an agreement. Fraternal Order of Police members plan to vote to ratify the proposed contract on December 2, 2024, and staff will provide the Council with those results.

STAFF RECOMMENDATION

Staff recommends adoption of the Resolution.

BACKGROUND / DISCUSSION

In August 2004, City voters passed Citizen Ordinance No. 001, which modified the City Code to provide for collective bargaining between the City and members of the Police Services bargaining unit. Members of the bargaining unit selected the Northern Colorado Lodge #3, Colorado Fraternal Order of Police (FOP), to serve as their bargaining agent. The first bargaining agreement was approved in 2006. Since 2011, the City and FOP have utilized an interest-based bargaining (IBB) approach rather than traditional bargaining. During negotiations, the City focuses on the following areas:

- 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;
- Good stewardship of resources;
- Employee safety and well-being; and
- Consistency of policies and benefits as compared to other City employees, recognizing the unique characteristics of police work.

Adoption of the Resolution will approve the terms and conditions of employment for members of the bargaining unit for 2025, 2026, and 2027 and authorize the City Manager to execute the agreement on behalf of the City. The proposed Collective Bargaining Agreement is on file with the City Clerk’s Office and covers 229 sworn officers and 46 civilian Dispatch and Community Service Officer positions.

Summary of Changes from Previous Contract

- Added clarifications on how to use Memorandum of Understandings and Amendments during the term of the contract, if needed.
- Doubled Compensation Time maximum carry-over balance to 240 hours.
- Doubled time (from 9 to 18 minutes of straight time for every hour providing training) for Field Training Officer and Communications Training Officer compensation.
- Increased clothing allowance from \$425 to \$700/year in 2025 and removed the prorating feature; increased boot allowance to \$160 in 2025 and in every year following 2025, the amount of reimbursement will be increased by the change in the Consumer Price Index from the preceding year. This will be determined as part of the salary-setting process described in Article 8.
- Expanded use of Worked Holiday to all CBU members with supervisor approval.
- Increased Military leave from 120 to 300 hrs. and extended accruals/seniority while deployed/training; this change is being made Citywide.
- Move military members’ PEHP % to their 457 if they are in the military TRICARE health care plan.
- Increases to City contribution for 457 to be a total new contribution of 0.4% in 2025, 0.7% in 2026 (additional 0.3%), and 1.0% in 2027 (additional 0.3%).
 - Community Service Officers are included for the first time to receive these City contribution percentages.
 - This change is market-competitive and acknowledges that the CBU does not qualify for social security.
- Aligned language for the recent benefit changes already made for all benefited City employees.
- Language clean-up for the on-call process, and the contract and disciplinary grievance processes.

CITY FINANCIAL IMPACTS

This contract is expected to cost the City up to an additional \$709,645 over the baseline of the existing contract. Exact numbers could vary based on participation in the 457 program and reimbursements.

The biggest component of this cost increase would come from the increases in 457 contributions, totaling up to \$608,425 and broken down by year in the following way:

Total 457 contribution new in this contract:

2025	.4%	\$109,450
2026	.7%	\$200,160
2027	1.0%	\$298,815

If fully utilized over the course of the three-year agreement, the increase in clothing and boot allowances would cost \$42,900 and \$58,320 respectively.

BOARD / COMMISSION / COMMITTEE RECOMMENDATION

None.

PUBLIC OUTREACH

None.

ATTACHMENTS

1. Resolution for Consideration
2. Exhibit A to Resolution
3. Proposed 2025-2027 Collective Bargaining Agreement with tracked changes
4. Presentation