

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
DANIELLE MAHONEY, ASSISTANT CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: POLICE OFFICER NEGOTIATION UPDATE
DATE: OCTOBER 15, 2025

CONFIDENTIAL

I want to share an update on the Police Officer negotiation/mediation. On October 10th, an offer was presented to us through our labor attorney, Howard Shifman. As of this date they have not filed for binding arbitration.

As discussed during our last Executive Session, the **union's last offer** included the following:

- 3-year contract
- 5% wage increase each year of the contract
- Increase shift premium pay for working midnights (.50/hour to \$1.25 by end of contract)
- An increase to their vacation leave bank of 60 hours
- An increase in a detective's on-call leave bank (currently 8 hours of leave time per week of on-call, looking for increase to 16 hours per week)
- Longevity
- A reduction in healthcare premium contributions (from 15% to 12% by end of contract)
- Status quo on the 100,000 mile restriction on police vehicles

The offer presented to us on October 10th included the following:

- 3-year contract
- Retroactivity on wages only
- 5% wage increase each year of the contract
- Shift premium of \$1.25/hour for working midnights
- Increase compensatory bank for detective's on-call schedule to 16 hours of leave time for each week a detective is on call
- Increase vacation leave bank by 60 hours per year
- Dropped longevity issue
- Dropped reduction in healthcare premium share
- Dropped 100,000 mile restriction on police vehicles

Below is a chart showing the impact of the officer's proposal on other public safety groups, along with two other possible wage counter offers of 5%, 4%, 4%, OR 4%, 4%, 4% each year.

Current Police Officer wage proposal

Wages shown are based on top pay for each classification.

Chart Assumes a 5%, 5%, and 5%				
	<u>Current</u>	<u>26/27</u> <u>(+5%)</u>	<u>27/28</u> <u>(+5%)</u>	<u>28/29</u> <u>(+5%)</u>
<i>Police Officer</i>	94,252.59	98,965.22	103,913.48	109,109.15
<i>Police Sergeant</i>	108,987.00	114,436.35	120,158.17	126,166.08
<i>Police Lieutenant</i>	117,410.00	123,280.50	129,444.53	135,916.75
<i>FPO</i>	95,306.00	98,165.18	103,073.44	108,227.11
<i>Fire Lieutenant</i>	103,884.00	107,000.52	112,350.55	117,968.07
<i>Fire Captain</i>	112,461.00	115,834.83	121,626.57	127,707.90
<i>Fire Training Officer</i>	112,461.00	115,834.83	121,626.57	127,707.90
<i>Fire Marshal</i>	114,650.00	118,089.50	123,993.98	130,193.67

Possible wage counter proposal

Wages shown are based on top pay for each classification.

Chart Assumes a 5%, 4%, and 4%				
	<u>Current</u>	<u>26/27</u> <u>(+5%)</u>	<u>27/28</u> <u>(+4%)</u>	<u>28/29</u> <u>(+4%)</u>
<i>Police Officer</i>	94,252.59	98,965.22	102,923.83	107,040.78
<i>Police Sergeant</i>	108,987.00	114,436.35	119,013.80	123,774.36
<i>Police Lieutenant</i>	117,410.00	123,280.50	128,211.72	133,340.19
<i>FPO</i>	95,306.00	98,165.18	102,091.79	106,175.46
<i>Fire Lieutenant</i>	103,884.00	107,000.52	111,280.54	115,731.76
<i>Fire Captain</i>	112,461.00	115,834.83	120,468.22	125,286.95
<i>Fire Training Officer</i>	112,461.00	115,834.83	120,468.22	125,286.95
<i>Fire Marshal</i>	114,650.00	118,089.50	122,813.08	127,725.60

Possible wage counter proposal

Wages shown are based on top pay for each classification.

Chart Assumes a 4%, 4%, and 4%				
	<u>Current</u>	<u>26/27</u> <u>(+4%)</u>	<u>27/28 (+4%)</u>	<u>28/29</u> <u>(+4%)</u>
<i>Police Officer</i>	94,252.59	98,022.69	101,943.60	106,021.35
<i>Police Sergeant</i>	108,987.00	113,346.48	117,880.34	122,595.55
<i>Police Lieutenant</i>	117,410.00	122,106.40	126,990.66	132,070.28
<i>FPO</i>	95,306.00	98,165.18	102,091.79	106,175.46
<i>Fire Lieutenant</i>	103,884.00	107,000.52	111,280.54	115,731.76
<i>Fire Captain</i>	112,461.00	115,834.83	120,468.22	125,286.95
<i>Fire Training Officer</i>	112,461.00	115,834.83	120,468.22	125,286.95
<i>Fire Marshal</i>	114,650.00	118,089.50	122,813.08	127,725.60

Current Contractual
Obligation

Projected Wages

Additionally, attached to this communication is a financial projection of the union's offer, as well as two possible counters based upon the above wage assumptions.

Of note, the offer proposed by the union does stay within the previously authorized parameter of a six percent (6%) overall increase per year.

The bargaining team will be available to answer any questions you may have on Tuesday, October 21st.

Thank you,

Tia