



City of Broken Arrow

Request for Action

File #: 16-878, Version: 1

**Broken Arrow City Council
Meeting of: 08-02-2016**

**To: Mayor and City Council
From: Office of the City Manager
Title:**

**Consideration, discussion, and possible approval of and
authorization to execute the Fiscal Year 2016-17 Labor Agreement
with the Fraternal Order of Police Lodge #170**

Background:

The City's negotiation team began contract negotiations in March 2016 with the Fraternal Order of Police Lodge #170 for a Fiscal year 2016-17 labor agreement. The negotiation team consisted of Michael Bates, Labor Relations Consultant, Police Chief David Boggs, and Jannette McCormick, the Acting Director of Human Resources. On July 9, 2016, the bargaining teams reached a tentative agreement. The Lodge membership ratified the proposed agreement on July 9, 2016. The Collective Bargaining Agreement (CBA) is now being presented to the City Council for approval.

The proposed Agreement provides for the following changes:

1. Administrative revisions to the educational reimbursement, Fair Labor Standards Act (FLSA), and destruction of officer's property articles.
2. Increase in body armor payment/subsidy amount within the uniforms article from \$611.00 to \$800.00.
3. An increase in holiday leave from 96 hours per year to 106 hours per year and elimination of the holiday credit for hours scheduled to work which exceeded eight (8) hours on certain holidays.
4. A change to the annual vacation accrual schedule that allows a member to move from 160 hours of vacation to 176 hours of vacation at 15 years of employment instead of 18 years of employment.
5. A 2.5% base wage increase for all bargaining unit members effective July 1, 2016.
6. An additional 3.5% pay step will be added to the salary schedule for all ranks. The effective date of the pay step for all employees presently at the top of the pay range will be January 1, 2017.

Staff recommends that the Council approve the Labor Agreement with the Fraternal Order of Police, Lodge #170, for Fiscal Year 2016-17, and authorize its execution.

Cost: \$406,000.00

Prepared By: Jannette McCormick, Acting Human Resources Director

**Reviewed By: Police Department
Finance Department
Assistant City Manager - Administration
Legal Department**

Approved By: **Michael L. Spurgeon, City Manager**

Attachments: **Labor Agreement**
 FOP Agreement Attachment

Recommendation:

Approve the Labor Agreement with the Fraternal Order of Police Lodge #170 for Fiscal Year 2016-17 and authorize its execution.