City of Broken Arrow

Request for Action

File #: 18-899, **Version:** 1

Broken Arrow City Council
Meeting of: 08-07-2018

Title:

Consideration, discussion, and possible approval of and authorization to execute the Fiscal Year 2018-19 Labor Agreement with the Fraternal Order of Police Lodge #170

Background:

The City's negotiation team began contract negotiations in March 2018 with the Fraternal Order of Police Lodge #170 for a Fiscal Year 2018-19 labor agreement. The negotiation team consisted of Michael Bates, Labor Relations Consultant, Police Chief Brandon Berryhill, Cindy Arnold, Finance Director, and Jannette McCormick, Human Resources Director. On July 10, 2018, the bargaining teams reached a tentative agreement. The Lodge membership ratified the proposed agreement on July 19, 2018. The Collective Bargaining Agreement (CBA) is now being presented for your approval.

The proposed agreement provides for the following changes:

1. Administrative revisions to the educational compensation and tattoo policy articles.

2. Clarification to the existing management rights article language.

3. Increase in the monthly compensation for Master's degree from $191.50 to $200.00.

4. Increase in the working out of classification incentive pay. The hourly rate has been increased by $1 for each rank.

5. A 2.5% base wage increase for all bargaining unit members effective July 1, 2018.

6. An additional 2.5% base wage increase for all bargaining unit members effective January 1, 2019.

Staff recommends that the Council approve the Labor Agreement with the Fraternal Order of Police, Lodge #170, for Fiscal Year 2018-19, and authorize its execution.

Cost: $473,000.00

Funding Source: Police Sales Tax Fund

Requested By: Jannette McCormick, Human Resources Director

Approved By: Michael L. Spurgeon, City Manager

Attachments: Labor Agreement
Recommendation:
Approve the Labor Agreement with the Fraternal Order of Police Lodge #170 for Fiscal Year 2018-19 and authorize its execution.