



# AGENDA MEMORANDUM

City Council Regular Meeting Date: September 8, 2025

**DATE:** September 2, 2025

**TO:** City Council

**FROM:** Crystal Mansell, Human Resources & Risk Management Director

**SUBJECT:** New Three (3) Year Labor Agreements with Fraternal Order of Police (FOP)  
Police Officers Bargaining Unit  
Police Sergeants & Lieutenants Unit

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**BACKGROUND:** The City and the Fraternal Order of Police had a three (3) year Collective Bargaining Agreement with the Police Officers & Dispatchers Bargaining Unit and the Police Sergeants & Lieutenants Bargaining Unit, which expires on September 30, 2025. As such, a new agreement is up for negotiation.

The City and the FOP began negotiations on May 5, 2025, and concluded negotiations on August 21, 2025, when a tentative agreement (TA) was reached. The tentative agreement was negotiated within the parameters as authorized by City Council at the August 19, 2025, Executive (Shade) Session. On August 26, 2025, the FOP held a vote of its members to approve the TA. The results of the vote were unanimous in favor of the TA, as reported by FOP President (Sgt.) Matthew Casola. All changes are included in the attached redlined and signed TA. However, the changes involving compensation and health insurance are as follows:

- Police Officers who elect to cover their spouse, children or family, will have a cost share in each fiscal year of this agreement beginning in Fiscal Year 2026, through Fiscal Year 2028. The city will pay the larger premium share, and the employee will pay the smaller premium share in all three fiscal years or a high-deductible health plan (HDHP), as follows:

Fiscal Year 2026	90% / 10% Medical Premium Share
Fiscal Year 2027	85% / 15% Medical Premium Share
Fiscal Year 2028	80% / 20% Medical Premium Share

## MEMORANDUM

- Wages for this multi-year agreement will increase effective in the first full pay period of each fiscal year, which begins October 1<sup>st</sup> each year, as follows:

Fiscal Year 2026	6%
Fiscal Year 2027	6.5%
Fiscal Year 2028	7% and a 1% Lump Sum Bonus on Base Pay

Attached to this agenda item is the red-lined Tentative Agreement which was signed by the FOP and city negotiations teams. Additionally attached is the new 3-Year agreement for execution by the City Manager and Human Resources Director, upon City Council's approval.

**FUNDING SOURCE:** N/A

**RECOMMENDED ACTION:**

Recommend approval of the new three (3)-year labor agreements with FOP for the Police Officers bargaining unit and the Police Sergeants & Lieutenants bargaining unit and authorize the City Manager to execute same.