



# MEMORANDUM

Council Agenda  
Item No. IX.B.  
1/19/2016

## The City of OKLAHOMA CITY

TO: Mayor and City Council

FROM: James D. Couch, City Manager

Collective Bargaining Agreement with the Fraternal Order of Police, Lodge 123, fiscal year 2015-2016, effective July 1, 2015.

### Background

The City of Oklahoma City and the Fraternal Order of Police, Lodge 123 (FOP) have been involved in negotiations since March 18, 2015. A tentative agreement was reached on December 23, 2015. The membership of the FOP, Lodge 123 ratified the agreement on January 11, 2016.

The resulting agreement shall be effective July 1, 2015, and shall remain in full force and effect through June 30, 2016.

The tentative agreement consists of the following:

- 1) 1.66% pay plan adjustment, effective July 1, 2015;
- 2) Longevity increase pursuant to the contractual formula;
- 3) Incentive pay for drug recognition experts in the amount of \$50/pay period;
- 4) Employee insurance premiums adjusted per the contract;
- 5) Flex time for medical appointments scheduled outside of regular scheduled hours for on the job injury medical treatment.

### Estimated Cost

Estimated cost of the FOP agreement, including roll-up costs for FICA, retirement, and overtime is approximately \$2,757,193 above current costs.

### Cost

\$122,720,511

### Source of Funds

General Fund, Police Sales Tax Fund

### Review

Personnel Department

Recommendation: Agreement be approved.

### Attachment