

Summary of 2019-2021 FOP Contract Changes

Article 10, § 2: Injury on the Job; Related sick leave	<i>Creates leave provision in lieu of using and restoring sick leave when employees are off work due to work-related injuries</i>
Article 10, § 5: Sick Leave Upon Retirement/Death	<i>Changes maximum payout for sick leave upon retirement from “55 days” to “440 hours” to eliminate discrepancy between 8 hour and 10 hour employees</i>
Article 11, § 1: (Funeral Leave) Eligibility	<i>Provides flexibility for when the leave can be taken; removes the requirement for leave to be taken consecutively</i>
Article 13, § 1: Wages	<i>2019: Approximate 14% increase to starting wage and average 3% increase to rest of matrix 2020 & 2021: 2% across the board matrix increase Anniversary steps in all years</i>
Article 13, § 5: Pay for Duty in Higher Rank	<i>Reduces the threshold of when out of class pay for sergeant working as watch commander is paid from 4 hours to 2</i>
Article 13, § 7: Clothing Allowance	<i>Clarifies sections the clothing allowance applies to; removes reference to organized crime unit</i>
Article 13, § 10: Compensation for FTO, FTD & FTS Pay	<i>Clarifies that officers assigned to the Field Training Program will not continue to receive additional compensation if employee is removed from the assignment for just cause or transfers voluntarily</i>
Article 13, § 11: Compensation for Bilingual Officers	<i>Updates how employees will be certified as bilingual</i>
Article 13, § 12: Compensation for Professional Standards Officers	<i>Removes requirement to compensate for PSU assignment through the end of the year when employee is removed from that assignment; pay will only be for duration of the assignment</i>
Article 17, § 16: Officer and PSO Privacy	<i>Adds provision to allow City to release video footage of body-worn or in-vehicle cameras to the public no sooner than 60 days following the incident, or sooner with mutual agreement by employee, Union and City</i>
Article 18, § 3B: Police Promotions	<i>Eligibility for sergeant promotion testing increased from 5 to 8 years with the department</i>
Article 18, § 5: Duration of Chief selected assignments	<i>Removes requirement to compensate for Chief-selected assignments through the end of the year when employee is removed from that assignment; pay will only be for duration of the assignment</i>
Article 19, § 1: Uniforms	<i>Revises dress code requirement by removing reference to bicycle unit and allows casual dress for CSI personnel except when testifying in court or other venues where professional dress is required</i>
Article 20: Take Home Cars	<i>Revised to allow Chief the ability to determine the units and positions that will be assigned take-home cars</i>
Article 23: Duration	<i>Establishes 3 year contract to cover 2019 through 2021</i>
Appendix A: Drug Screening	<i>Adds two additional circumstances (Post Firearm Discharge and Post Reportable Incident) in which an officer may be subjected to drug testing</i>