

Summary of 2022-2024 FOP Contract Changes

Art 3, § 1	Official Time Off	<i>Provides additional hours of paid leave for officers to attend FOP conferences/seminars</i>
Art 5, § 4	Breaks	<i>Provides for a longer lunch break for officers working 10 hours shifts</i>
Art 5, § 6	Court Appearance	<i>Clean-up only; changed “show up time” to “court time”</i>
Art 7	Holidays	<i>Adds Juneteenth (June 19) as observed holiday</i>
Art 13, § 1	Wages, Pay Plan	<i>--Provides for one step advancement for each year of contract --Provides for across the board matrix increases as follows: 0% in 2022; 1.25% in January and July of 2023 and 2024 (total of 5%) --Provides a one-time payment of \$3000</i>
Art 13, § 10	FTO, FTD, FTS compensation	<i>Provides for a 25 cent per hour increase to officers assigned to the field training program</i>
Art 13, § 11	Bilingual Certification Pay	<i>Revises requirements and process for bilingual certification</i>
Art13, § 13	Lateral Entry	<i>Revises provisions for hiring outside of the department and allows placement at a higher step based on experience</i>
Art 13, § 15	Advance Education Pay	<i>Provides for increases to monthly add pay for officers with a Bachelor’s Degree from \$50 to \$100 and from \$60 to \$125 for a Master’s</i>
Art 14, § 4	Legal Counsel	<i>Removes provision for City to provide legal counsel in criminal cases and clarifies current provisions regarding personal financial burdens and legal representation selection</i>
Art 16, § 2	Procedure (Disciplinary Actions)	<i>Revises when discipline is removed from personnel file (Suspension of 15 days or more remain in file for duration employment; this will be reduced to suspension of 4 days or more. All other discipline is removed after 24 months without similar violations)</i>
Art 17, § 6	Access to Records	<i>Clarifies when PSU files are accessible to officers</i>
Art 17, § 16	Officer Privacy	<i>Reduces time City Manager must wait to release video footage from 60 days to 30 days following the incident (all pending criminal and/or administrative investigations must be complete)</i>
Art 18, § 1	Posted Job Openings and Requirements	<i>Clarifies reference to qualifications for promotions and adds provision to provide feedback to applicants not selected for promotion</i>
Article 23 (new)	Health Savings Retirement Account	<i>Provides language to reopen the contract for the limited purpose of discussing a Health Savings Retirement Account</i>
Article 24 (formerly 23)	Termination and Amendments	<i>Establishes a 3 year contract term</i>
Appendix B	Definitions (Immediate Family)	<i>Adds step-sibling, step-siblings spouse step-grandparent to definition of immediate family</i>
Appendix C	Mgmt Council Evaluation Criteria	<i>Revises points/scoring for evaluation criteria used for promotions</i>
<i>Additionally, all references related to the Protective Service Officers that are no longer used by the City have been deleted.</i>		