

Summary of 2025-2027 FOP Contract Changes

Article 4, § 2	Committees	<i>Adds committees that should be included on the list</i>
Article 5, § 1	Hours of Work and Overtime	<i>Clarifies intention of provision to accommodate schedules with a split workday</i>
Article 6, § 5	Unused Personal Leave	<i>New provision to allow 365 days to use a Personal Leave Day earned with Perfect Attendance</i>
Article 7, § 2	Holidays	<i>Increase pay for working on a holiday from 1.5 times to 2 times regular pay</i>
Article 10, § 2	Injury on the Job; Related Sick Leave	<i>Adds provision concerning work comp issues and leave related to mental health trauma</i>
Article 10, § 6	Sick Leave Abuse	<i>Clarifies who may refer an employee to HR to review sick leave usage concerns</i>
Article 11, § 2	Funeral Expense	<i>Adds exception to pay out provision</i>
Article 13, § 1	Pay Plan	<i>Increase to pay matrix and rank differential; provides for a step increase 12 months into initial probation instead of having to complete 18 month probation</i>
Article 13, § 2	Shift Differential	<i>Increase from 70 cents to \$1.00</i>
Article 13, § 3	Standby	<i>Clarifies standby applicability</i>
Article 13, § 11	Multilingual Pay	<i>Replaces FOP specific certification and compensation language with reference to Personal Manual provisions</i>
Article 16, § 2	Procedure	<i>Revises time frame for discipline to be in file and adds provision to consider discipline suspensions when evaluating for promotions</i>
Article 17, § 8	Searches of Lockers	<i>Clarifies factors that must be met to search an officer's locker</i>
Article 18, 3	Police Promotions	<i>Adds provision to establish when lateral hires become eligible for promotional exams</i>
Article 24	Termination and Amendments	<i>Establishes a 3 year contract term</i>