



# CITY OF TOPEKA

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To: Dr. Robert Perez, City Manager  
From: Josh McAnarney, Budget Manager  
Date: July 16, 2024  
Re: Fraternal Order of Police Union Agreement

Pursuant to KSA 75-4331, the Chief Financial Officer of the City is required to provide to the governing body an analysis of the fiscal effects on the City of proposed agreements between the City and recognized employee organizations. As part of this analysis, we are required to identify the potential impact on the City's aggregate tax levy and its operating expense limitations. I have reviewed the economic terms of the Fraternal Order of Police Union agreement pending before the City Council and its costs to the 2025 Operating Budget. This bargaining unit has 276 members in the Police Department with expenses coming all from the General Fund. The salary gap for employees in the union has increased from comparable cities, to the point that there are 40 vacant positions within this union. This agreement is in hopes of filling the vacant positions through recruitment of new employees.

Also included in this agreement is an increase in rank differential, shift differential, field training pay, holiday pay, and bilingual pay. All of the measures in the proposed agreement are aimed at bringing the Union employees to a competitive rate with surrounding cities.

The proposed agreement includes the following:

- 17% matrix increase for 2025, 5% matrix increase for 2026, 5% matrix increase for 2027
- Increase in pay for Rank Differential
- Shift Differential increasing from \$0.70 to \$1.00
- Field Training Pay increasing from \$1.25 to \$2.00
- Increase to Bilingual Pay to match citywide standard

The following table (Figure 1) shows the wage and benefits estimations calculated based on the assumptions listed above.

Categories	2024	2025	2026	2027
Total Employee Cost and Add Pays	\$27,026,695	\$31,732,771	\$33,742,100	\$35,929,243
Difference from Previous Year	Base Year	\$4,706,076	2,009,329	\$2,187,143
Mill Levy Equivalent	Base Year	3.273	1.397	1.521