

Meet & Confer Agreement Highlights

Presentation To Mayor and City Council

August 20, 2024

William Johnson

Key Dates in Time Line:

November 30, 2023	Negotiations began
August 20, 2024	Contract highlights presented to City Council for consideration for future approval and in the FY 2025 Budget
September, 2024	Negotiations concluded
September, 2024	POA to notify City that contract is ratified by its members
September 17, 2024	City Council to consider M&C approving the contract
September 30, 2024	Current contract expires

Ground Rules for Negotiations

- Negotiating team members will be **respectful, and solutions oriented** during each session
- It is understood that all tentative agreements are subject to final agreement being reached
- No tentative agreement is binding on the City or the POA unless it is approved by the City Council and ratified by members of the POA

Status of Negotiations

- 24 Articles have been tentatively agreed to by the POA and the City (approx. 80% complete)
- 7 Articles are still under negotiations

As of **8/15/2024**

Articles that have been tentatively agreed to (TA'D)	Articles still under negotiation
ARTICLE 1 AUTHORITY AND RECOGNITION	ARTICLE 2 DEFINITIONS
ARTICLE 3 ASSOCIATION RIGHTS	ARTICLE 4 TIME OFF FOR ASSOCIATION BUSINESS
ARTICLE 5 MANAGEMENT RIGHTS	ARTICLE 7 DISCIPLINARY ACTION
ARTICLE 6 NO STRIKE, NO LOCK-OUT	ARTICLE 10 WAGES AND CERTAIN PAYS
ARTICLE 8 DISPUTE RESOLUTION PROCEDURE	ARTICLE 11 HIRING FOR BEGINNING POSITIONS IN THE FORT WORTH POLICE DEPARTMENT
ARTICLE 9 LABOR RELATIONS CONSULTATION PROCESS	ARTICLE 21 CIVILIANIZATION OF CERTAIN SWORN OFFICER POSITIONS
ARTICLE 12 COMPENSATORY TIME AND SPECIAL EVENT STAFFING	ARTICLE xx PERSONNEL FILES
ARTICLE 13 SENIORITY	
ARTICLE 14 PHYSICAL FITNESS PROGRAM	
ARTICLE 15 PROMOTIONS, DEMOTIONS AND REINSTATEMENTS	
ARTICLE 16 VACANT PROMOTIONAL POSITIONS RESULTING FROM MILITARY LEAVE OF ABSENCE	
ARTICLE 17 NON-DISCRIMINATION	
ARTICLE 18 MAINTENANCE OF STANDARDS	
ARTICLE 19 HOLIDAYS	
ARTICLE 20 SHIFT DIFFERENTIAL	
ARTICLE 22 TUITION REIMBURSEMENT	
ARTICLE 23 REOPENER PROVISIONS FOR HEALTHCARE AND PENSION BENEFITS	
ARTICLE 24 OFF-DUTY EMPLOYMENT AT CITY OWNED FACILITIES	
ARTICLE 25 COMPLETE AGREEMENT	
ARTICLE 26 SAVINGS CLAUSE	
ARTICLE 27 DURATION AND TERMINATION	
ARTICLE 28 SPECIAL SICK LEAVE PROVISION	
ARTICLE 29 NOTICE	
Count	Count
24	7

Key Initiatives Proposed

City Proposed:

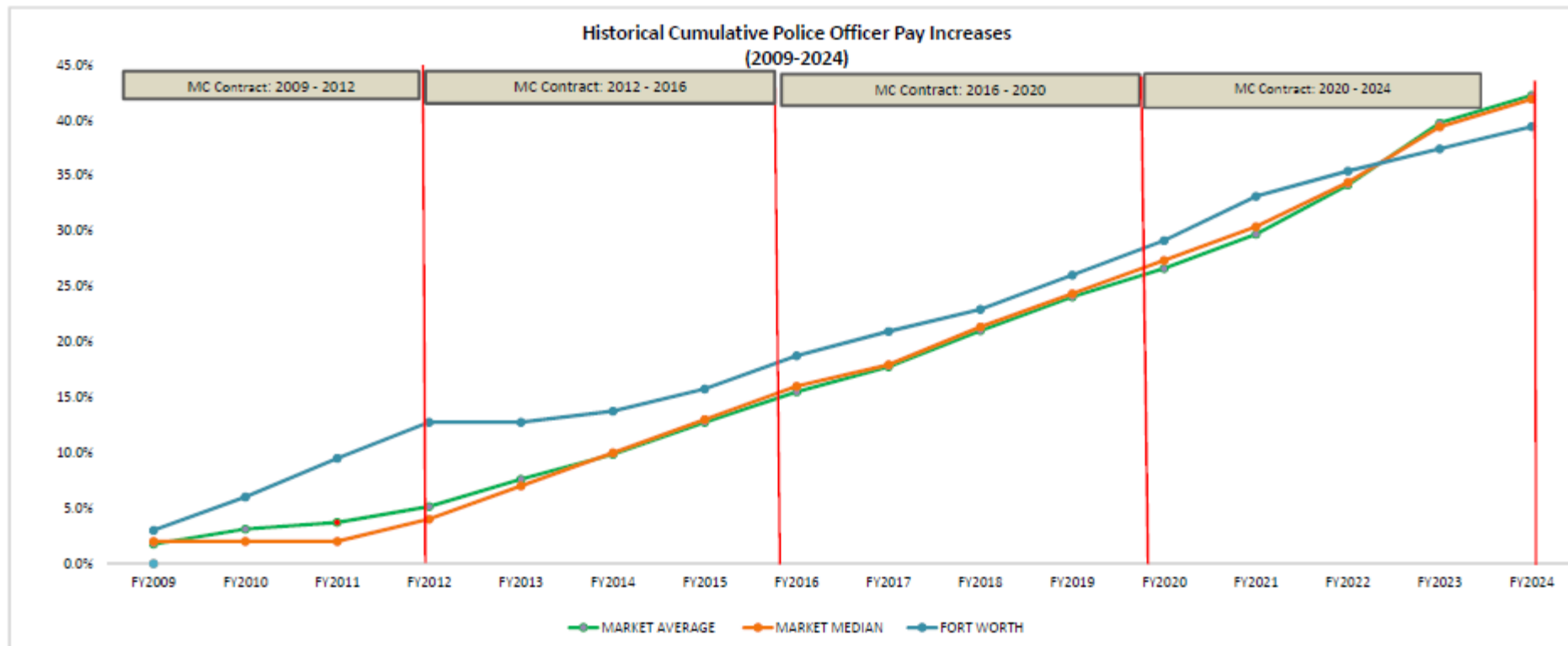
- Art. 7: Proposed - Shorten time to conduct hearings of disciplinary appeals
- Art. 11: Police Officer Age increase 45 to 50 at time of application
- Art. 15: Promotion Criteria reduced from 4 years to 3 years for Corporal
- Art. 19: Holiday Observed – Juneteenth
- Art. 21: Defined certain positions for civilians and removed defined min. quals on Crime Specialist and other positions
- Art. 27: 4 year Contract – Meet & Confer Agreement
 - Expires 09/30/2028 with one-year evergreen period

POA Proposed:

- Art. 11: Federal and Military Experience in an Active Status within 180 days
 - 2 years Active Patrol Experience
 - Lateral Hires may apply to promote following 2 years from Commission Date with Fort Worth
- Art. 14: Physical Incentive paid when Officer passes physical test, not annually in September
- Art. 15: Promotion Criteria reduced from 3 to 2 years for Sergeant, Lieutenant, and Captain

Article 10 – Wages - Historical

Police Officer Historical Wage Wage Increases 2009 - 2024



Article 10 – Wages - Historical Review

- Current labor market for Police Officers:
 - Nationally and in Texas the market has become very competitive post COVID and the summer of 2020
- Most cities in Texas do not have a labor agreement:
 - Cities have more flexibility to change salaries for their Police Officers vs. having an agreement in place
- During the current agreement:
 - Fort Worth Police Officer entry pay has dropped from 2% below market median (in 2019) to 13+% below market median (in 2024)
 - Lifetime earnings for Police Officers ranking dropped in comparison to the market.

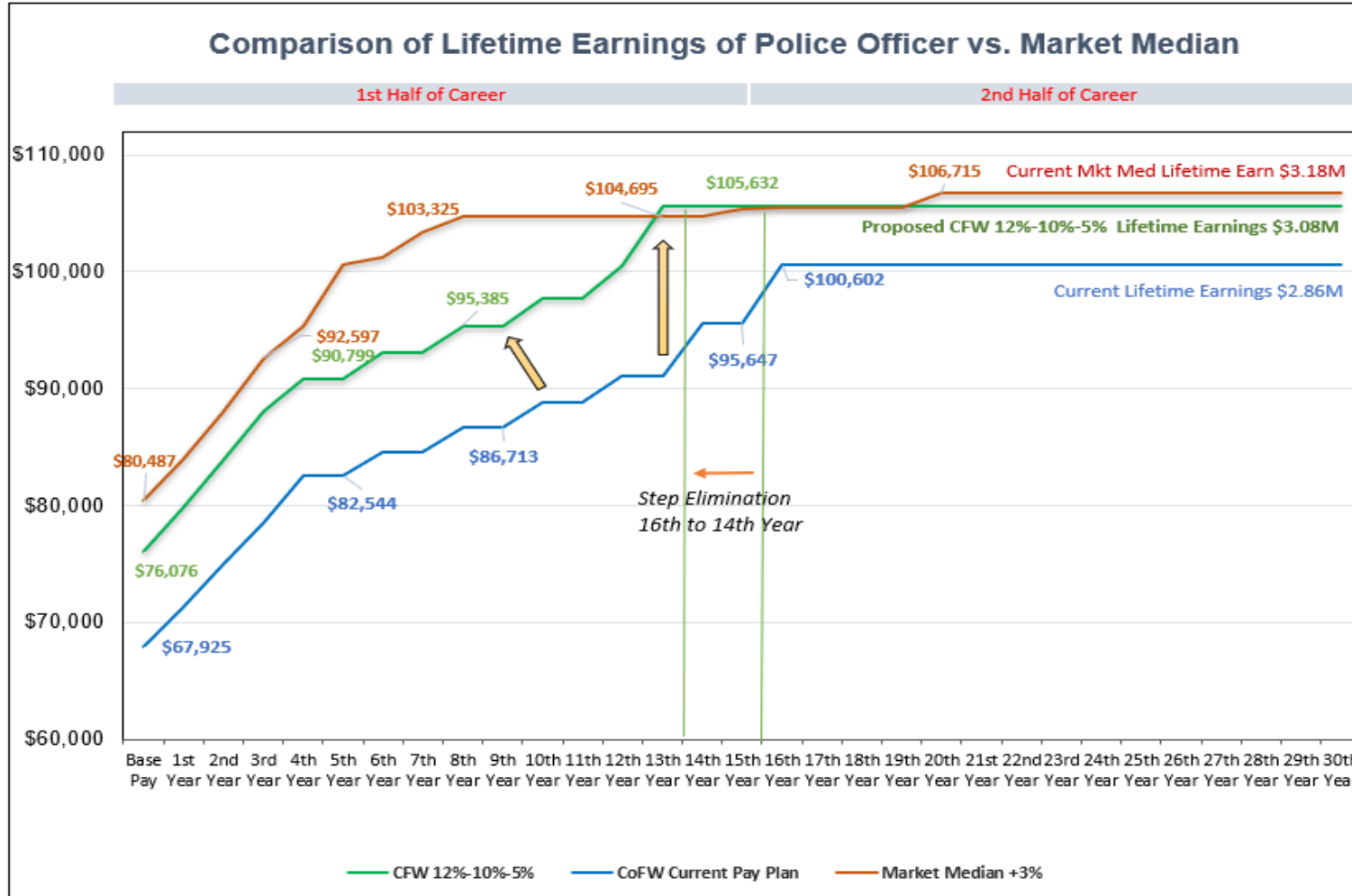
Article 10 – Wages

➤ Proposed:

Various approaches were combined to ensure that pay for entry level Police Officers and all other ranks are competitive with the market.

- For FY 2025 (Year1):
 - Steps 1-4, on 10/1/2024: 12% increase;
 - Steps 5-8, on 10/1/2024: 10% increase;
 - Eliminate current step 9; New Step 9 (current step 10), on 10/1/2024: 5% increase; and,
 - New step 10 (current step 11), on 10/1/2024: 5% increase.
- For FY 2026 – FY 2028 (Years 2 - 4)
 - Each year increases of 3%-4% across the board (ATBs) all steps in all ranks (still in negotiations)

Article 10 – Wages – Life time earning comparisons to market



The Cost of Contract

<i><u>Proposed Year 1 Police Salary Plan: 12% (Steps 1-4), 10% (Steps 5 - 8) and 5% (Steps 9-11) with Step 9 Elimination</u></i>	\$ Cost Year 1 (FY 2024-2025)	\$ Cost Year 2 (FY 2025-2026)	\$ Cost Year 3 (FY 2026-2027)	\$ Cost Year 4 (FY 2027-2028)	\$ Cost 4 Yrs
1 Base Salaries Effective 10/1/2024	221,558,082	240,123,124	247,357,711	254,778,450	963,817,367
2 Pay Structure Step Changes and Increases	18,565,043	18,565,043	18,565,043	18,565,043	74,260,170
3 3 Percent ATB for of Base Salaries for Years 2, 3, 4		7,203,694	7,419,805	7,643,353	22,266,852
Total Requests	18,565,043	25,768,737	25,984,848	26,208,396	96,527,024

NOTES:

- 1 All costs include Medicare (1.45%) and Pension (27.36%)
- 2 Proposed Year 1 Police Salary Plan: 12% (Steps 1-4), 10% (Steps 5 - 8), and 5% (Steps 9-11) with Step 9 Elimination
- 3 Excludes Shift Differential Pay and Supplements Pay (Education Incentive Pay & Certification Pay)

Across the Board (ATB) increase 3.00% 3.00% 3.00%

**TOTAL \$96.6M
\$81.1M GF
\$15.5M CCPD**

Next Steps

- Meeting set for August 22, 2024 to continue negotiations
 - Goal is to reach a tentative agreement on all issues
- POA ratifies agreement (upon agreement by majority vote of members)
- Mayor and Council to approve Agreement
 - On or before September 17, 2024
- Ordinance(s) updated as needed

Questions/Comments/Conclusion