

Meet & Confer Agreement Highlights

Presentation To Mayor and City Council

September 10, 2024

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Assistant City Manager

Key Dates in Time Line:

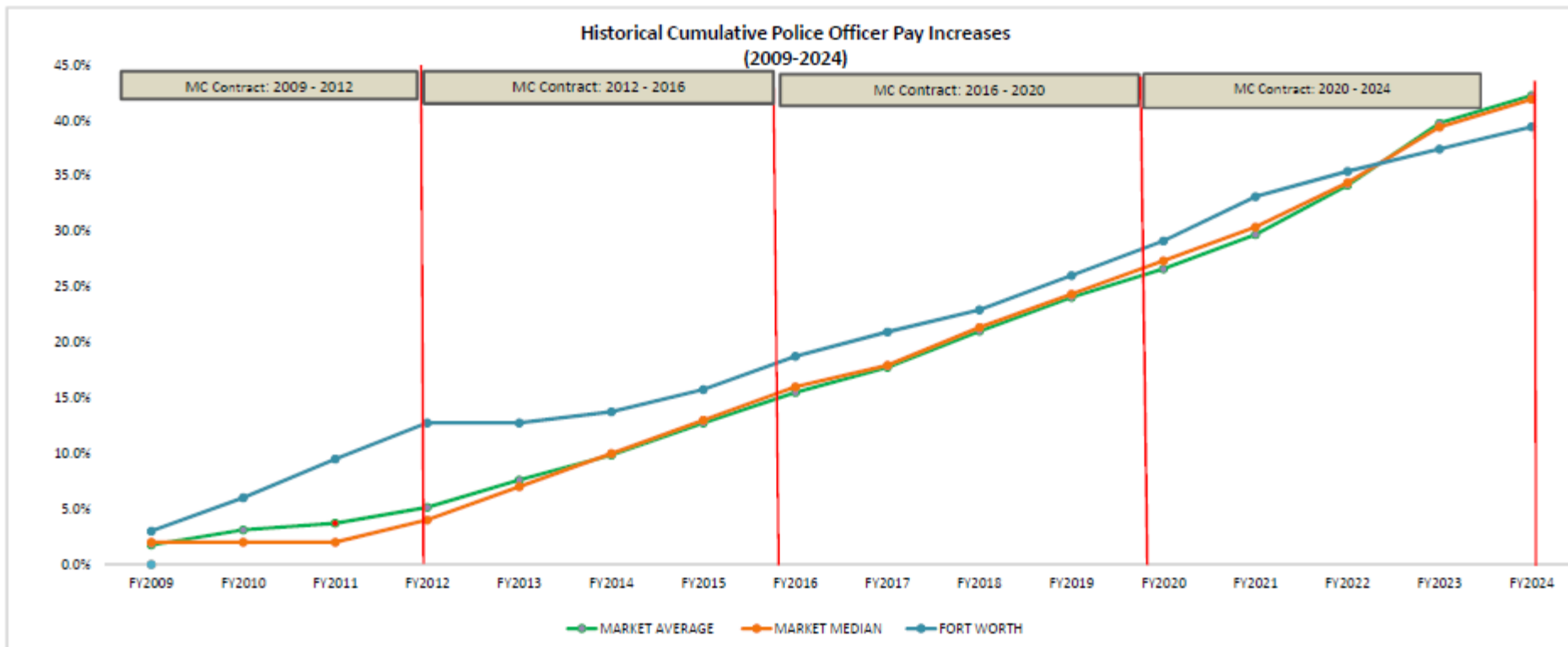
November 30, 2023	Negotiations began
August 20, 2024	Contract highlights presented to City Council
September 5, 2024	All Articles have been tentatively agreed to by the POA and the City
September 11, 2024	POA Begins Ratification meetings and voting
September 16, 2024	POA Advises of Ratification
September 17, 2024	City Council to consider M&C approving the contract
September 30, 2024	Current contract expires
October 1, 2024	Expected effective date

Key Initiatives

- Art. 4: Added a second position on full release to the Association for Association business
- Art. 7: Shorten time to conduct hearings of disciplinary appeals
- Art. 10: Make progress in bringing police officer pay closer to market median
- Art. 11: Police Officer Age increase 45 to 50 at time of application
- Art. 14: Physical Incentive paid when Officer passes physical test, not annually in September
- Art. 15: Promotion Criteria reduced from 4 years to 3 years for Corporal
- Art. 15: Promotion Criteria reduced from 3 to 2 years for Sergeant, Lieutenant, and Captain
- Art. 19: Holiday Observed – Juneteenth
- Art. 21: Defined certain positions for civilians and removed defined minimum qualifications on Crime Specialist and other positions
- Art. 27: 4 year Contract – Meet & Confer Agreement (Expires 09/3/2028 with one-year evergreen period)
- Lateral Hires may apply to promote following 2 years from Commission Date with Fort Worth

Article 10 – Wages - Historical

Police Officer Historical Wage Wage Increases 2009 - 2024



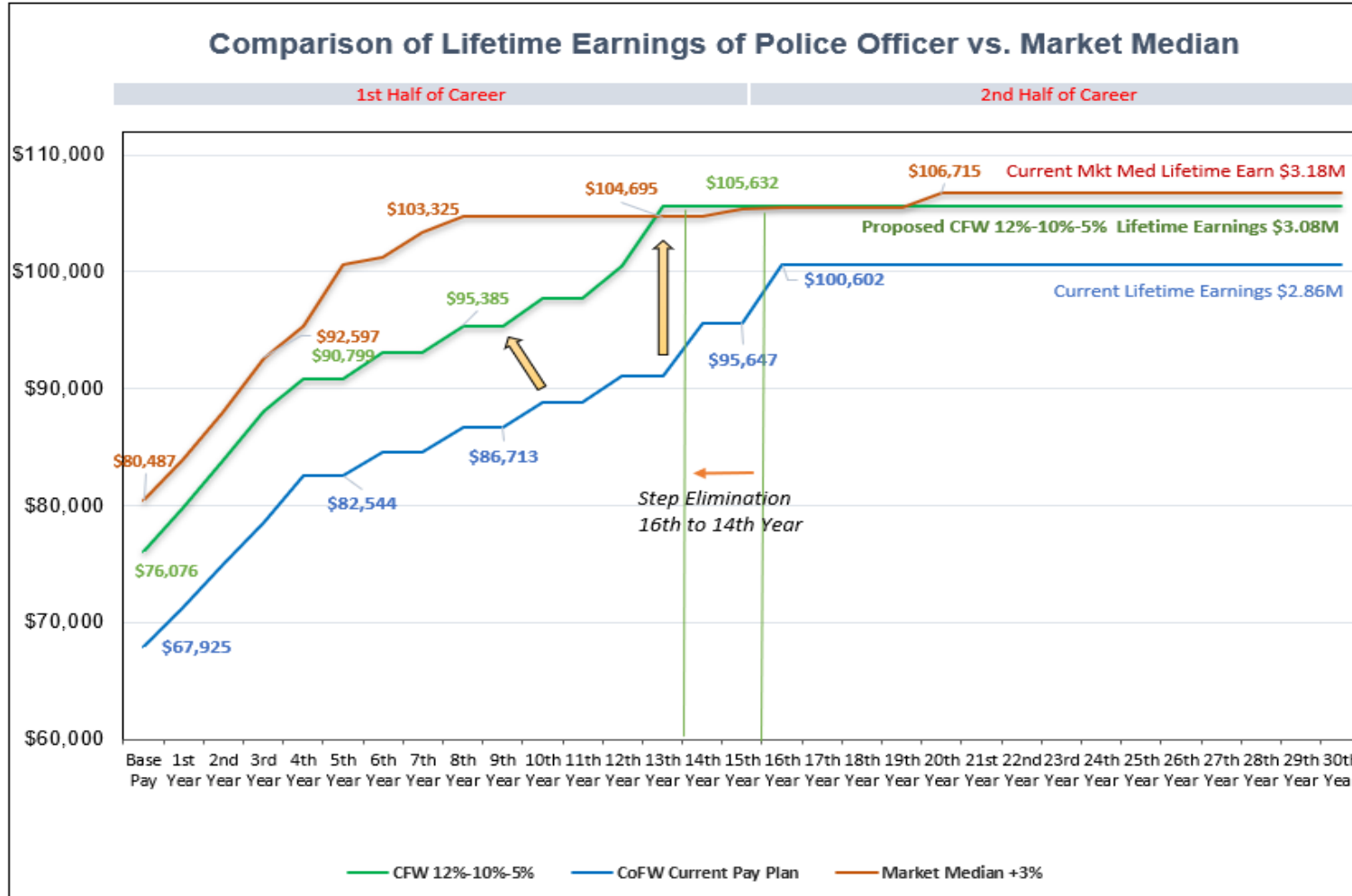
Article 10 – Wages - Historical Review

- 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

- 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 10/01/2024
 - New Step 9 (current step 10), 5% increase on 10/1/2024
 - New step 10 (current step 11), 5% increase on 10/1/2024
- For FY 2026 – FY 2028 (Years 2 - 4)
 - Steps 1-8, 3% across the board (ATBs) in all ranks effective 1st pay period beginning January 2026, January 2027, and January 2028
 - Steps 9-10, 4% yr2, 5% yr3, 5% yr4 ATBs in all ranks effective 1st pay period beginning January 2026, January 2027, and January 2028

Article 10 – Wages – Life time earning comparisons to market



The Cost of Contract

<i>Proposed Yr 1 Police Salary Pan: 12% Steps 1-4, 10% Steps 5-8, 5% Steps 9 and 10 with current Step 9 Elimination</i>	\$ Costs Year 1 (FY 2025-2026)	\$ Costs Year 2 (FY 2026-2027)	\$ Costs Year 3 (FY 2027-2028)	\$ Costs Year 4 (FY 2028-2029)	TOTAL \$ Costs 4 Years
Base Salaries as of September 30	\$ 221,558,082	\$ 240,123,447	\$ 248,491,641	\$ 258,385,411	
Annual Increased Cost of Contract	\$ 18,565,365	\$ 8,368,194	\$ 9,893,770	\$ 10,313,316	\$ 47,140,645
Total Annual Base Salary	\$ 240,123,447	\$ 248,491,641	\$ 258,385,411	\$ 268,698,727	
Annual Costs by Fund					
General Fund	\$ 15,687,733	\$ 7,071,124	\$ 8,360,236	\$ 8,714,752	\$ 39,833,845
CCPD @ 15.5%	\$ 2,877,632	\$ 1,297,070	\$ 1,533,534	\$ 1,598,564	\$ 7,306,800

Market Competitiveness Pay Strategies - General Employees

FY2022

- 6% Average Increase to Base Pay
 - 4% Pay for Performance (P4P) (up to 7%)
 - Plus 2% (up to 3%)
 - Base pay increases up to 10% in FY22

FY2023

- 4% P4P (up to 7%)
- 6.5% (up to 9.5%) for Hard to Fill Positions

FY2024

- 4% P4P (up to 7%)

Next Steps

- POA ratifies agreement (upon agreement by majority vote of members)
- Mayor and Council to approve Agreement September 17, 2024
- Ordinance(s) updated as needed
- New Pay Rates effective October 2024

Questions