

Legislation Text

File #: BILL NO. 22-05, **Version:** 1

An Ordinance approving the 2021 Labor Agreement by and between the City of Lee's Summit, Missouri and the Fraternal Order of Police Lodge #50 and authorizing the City Manager to execute the same by and on behalf of the City.

(Note: First read by Council on January 4, 2022. Passed with unanimous vote.)

Issue/Request:

An Ordinance approving the 2021 Labor Agreement by and between the City of Lee's Summit, Missouri and the Fraternal Order of Police Lodge #50 and authorizing the City Manager to execute the same by and on behalf of the City.

Key Issues:

City staff recently concluded collective bargaining negotiations with the Executive Board of the Fraternal Order of Police Lodge #50 (FOP). Negotiations were conducted after receiving guidance and direction provided by the Mayor and City Council.

The proposed agreement continues to provide a "step plan" for FOP members utilizing two general classifications (Police Officer and Sergeant).

The proposed agreement includes a "base agreement" for a three-year term that would expire on June 30, 2025. The "base agreement" includes moving from an every other year step plan to an annual step plan in year one, and three percent (3%) increases for the second and third year of the agreement. The agreement also provides an "optional pay plan" subject to the passage of a proposed one-half cent public safety sales tax that is structured as a four-year agreement that would expire on June 30, 2026. The first year in both the "base agreement" and the "optional pay plan" are the same with the move to annual step plan incorporated for the first year. Should the proposed one-half cent public safety sales tax be approved by the voters at the April 5, 2022 municipal election, years two, three, and four of the "optional pay plan" would be effective beginning in February of 2023, 2024 and 2025.

The negotiations resulted in some provisions being amended to provide greater clarity and reflect current practice(s). Provided below is a summary which identifies some of the more substantive changes to the agreement:

- * Revisions to the Sergeant promotion process (promotion list reduced from 2-year to 1-year)
- * Revisions to discipline provisions (removed length of time for suspensions)

The FOP has ratified the tentative agreement reached with the City's negotiation team and both the Officers and Sergeant's bargaining units voted to approve the agreement (letter attached).

Proposed City Council Motion:

I move for second reading of an Ordinance approving the 2021 Labor Agreement by and between the City of Lee's Summit, Missouri and the Fraternal Order of Police Lodge #50 and authorizing the City Manager to execute the same by and on behalf of the City, I move for second reading.

Background:

If approved, this would be the third agreement between the City and the FOP. The last agreement was approved in 2019 as a two-year agreement.

Mark Dunning, Assistant City Manager

Beth Murano, Chief Counsel of Public Safety - Civil Rights Specialist

Travis Forbes, Police Chief

Staff recommends approval of the ordinance.