

## Legislation Details (With Text)

<b>File #:</b>	BILL NO. 19-42	<b>Name:</b>	
<b>Type:</b>	Ordinance - Emergency	<b>Status:</b>	Passed
<b>File created:</b>	2/13/2019	<b>In control:</b>	City Council - Regular Session
<b>On agenda:</b>	3/5/2019	<b>Final action:</b>	3/5/2019
<b>Title:</b>	An Ordinance approving the 2019 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; appropriating \$1,278,037 and containing an Emergency Clause.		

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Ordinance, 2. LSPD FOP Contract, 3. Final Pay Data and Exhibit A

Date	Ver.	Action By	Action	Result
3/5/2019	1	City Council - Regular Session	for second reading	Pass
3/5/2019	1	City Council - Regular Session	adopted and numbered	Pass

An Ordinance approving the 2019 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; appropriating \$1,278,037 and containing an Emergency Clause.

### Issue/Request:

An Ordinance approving the 2019 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; appropriating \$1,278,037 and containing an Emergency Clause.

### Key Issues:

City staff recently concluded collective bargaining negotiations with the Executive Board of the Fraternal Order of Police (FOP) based upon direction provided by the City Council.

The proposed agreement provides a new pay system commonly referred to as a "step plan" for FOP members. Under this system the Police Department will utilize two classifications (Police Officer and Sergeant). The pay ranges for these classifications have increased from their current amounts in an effort to be more competitive in the market. The approximate annual cost for these adjustments is \$1,278,037 which includes the cost of certain benefits that change based on pay rate.

In exchange for these wage adjustments, provisions in the contract were changed to clarify management's right and responsibility to change and adopt new policies and define past practices that are in conflict with organizational needs. Additionally both parties agreed to reform overtime provisions by changing the calculation of overtime from being earned on a daily basis to a work period basis. Further, the parties agreed to change the employee health insurance contribution rates.

The new contract will remain in effect through March 9, 2021.

Proposed City Council Motion:

FIRST MOTION: I move for second reading of An Ordinance approving the 2019 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; appropriating \$1,278,037 and containing an Emergency Clause.

SECOND MOTION: I move for adoption of An Ordinance approving the 2019 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; appropriating \$1,278,037 and containing an Emergency Clause.

Background:

If approved, this would be the second agreement between the City and the FOP. The first agreement was approved in 2014. Prior to the agreements, "meet and confer" meetings were held to help resolve issues. Additionally in FY15, the City and FOP agreed to a "wage opener" which allowed for additional wage enhancements.

Nick Edwards, Assistant City Manager, Administrative Services  
Beth Murano, Chief Counsel of Public Safety - Civil Rights Specialist

Recommendation: Staff recommends approval of An Ordinance approving the 2019 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; appropriating \$1,278,037 and containing an Emergency Clause.