

**City Council Action
Financial Impact Report**

Title of Item: Approve Collective Bargaining Agreement with the Fraternal Order of Police, Lodge 123, (FOP) fiscal years 2023-2025, effective July 1, 2023.

Originating Department: Human Resources Department

Description of Impact

The City of Oklahoma City and the Fraternal Order of Police, Lodge 123 (FOP) have been involved in negotiations since April 10, 2023. A tentative agreement was reached and the membership of the FOP, Lodge 123 ratified the agreement on or about September 22, 2023.

The resulting agreement shall be effective July 1, 2023, and shall remain in full force and effect through June 30, 2025.

The tentative agreement consists of a continuation of all financial provisions in effect in the 2022-2023 agreement with the following amendments:

- 1) A two-year term (FY 2023-2024 and FY 2024-2025) contingent upon adequate appropriation of funds and approval of City Council in both fiscal years;
- 2) A 4.25% pay plan adjustment for all ranks for FY 2023-2024, effective July 1, 2023 (Article 20 and Addendum A-1), and a 3% pay plan adjustment for all ranks for FY 2024-2025, effective July 1, 2024 (Article 20 and Addendum A-2);
- 3) A 4.25% increase in the Longevity Schedule for FY 2023-2024 per the formula that is tied to the pay plan, effective July 1, 2023 (Article 20 and Addendum B-1), and a 3.0% increase in the Longevity Schedule for FY 2024-2025 per the formula that is tied to the pay plan, effective, July 1, 2024 (Article 20 and Addendum B-2);
- 4) Insurance premium renewal rates as reflected in the contract.

The total estimated cost of the contract for FY 2023-2025 is shown below.

Salary with FICA and Retirement ¹	\$ 126,196,993
Insurance ²	\$ 20,869,408
Incentive Pay	\$ 1,824,354
Overtime ¹	\$ 4,048,681
Uniform Allowance	\$ 2,233,540
Longevity ³	\$ 7,425,815
Total	\$ 162,598,791

¹ The amount for Salary with FICA, Retirement, and Overtime represents an increase of \$5,279,143 for pay plan increases and \$561,221 for merit increases included within the current plan.

² The insurance amount represents a decrease of \$341,818 based on health insurance renewal rates received lower than estimated.

³ The longevity amount represents an increase of \$300,697 for increased costs to the longevity adjustment.

Summary of Impact	
a. Cost to City Organization: \$162,598,791	
b. Cost to Citizens: none	
c. Cost to Business Community: none	
d. Revenue Produced: none	
Source of Funds	
Fund Name: General Fund, Police Sales Tax Fund	Agency Name: Police
Department Head Signature: <i>Jrey B...</i> , Asst. HR Dir., for Aimee Maddera, CHRO	
OMB Review Completed by: <i>Latisha Thompson</i> 09/18/2023	