



# MEMORANDUM

Council Agenda  
Item No. XI. AC  
9/26/2023

## The City of OKLAHOMA CITY

TO: Mayor and City Council

FROM: Craig Freeman, City Manager

1. Collective Bargaining Agreement with the Fraternal Order of Police, Lodge 123, fiscal years 2023-2025, effective July 1, 2023 through June 30, 2025;

AND/OR

2. Enter into executive session to discuss collective bargaining negotiations for fiscal year 2023-2024 with the Fraternal Order of Police, Lodge 123, as authorized by 25 O.S. (2022 Supp.) §307(B)(2).

### **Background:**

The City of Oklahoma City and the Fraternal Order of Police, Lodge 123 (FOP) have been involved in negotiations since approximately 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 includes the following:

- 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) Addition of an Exclusive Provider Organization (EPO) insurance plan network with agreed elimination of the current Health Maintenance Organization (HMO) insurance plan network in favor of the comparable EPO (Article 13);

5) Insurance premium rates and pharmaceutical co-pay rates for EPO plan network for Fiscal Years 2023-2025 to be no greater than the HMO insurance plan rates previously agreed to by the parties in the FY 22-23 Collective Bargaining Agreement (Article 13);

6) Insurance premium rates and pharmaceutical co-pay rates for Preferred Provider Organization (PPO) plan network for Fiscal Years 2023-2025 to be no greater than the PPO plan rates previously agreed to by the parties in the FY 22-23 Collective Bargaining Agreement (Article 13);

7) Agreement by parties to evaluate during the pendency of this agreement the universe of cities used for purposes of wage analysis and adjustment as well as explore alternatives to the method of selection and source of arbitrator(s) for grievance arbitration; and

8) Various date changes, gender changes, and staff Title changes throughout the contract.

**Estimated Cost:**

Estimated cost of the FOP agreement, including roll-up costs for FICA, retirement, and overtime is approximately \$5,279,143 above current costs.

**Estimated Cost:**

\$162,598,791

**Source of Funds:**

Various funds and accounts

**Review:**

Human Resources Department

**Recommendation:** Agreement be approved.