

**TENTATIVE AGREEMENT
FRATERNAL ORDER OF POLICE – OFFICERS**

1. The Officers agree to close the existing pension plan to new entrants effective January 1, 2013;
2. Effective January 1, 2013, for those employees who elect to remain in the existing Police Pension Plan, contributions will increase from 0.5% to 5.2%. On January 1, 2013, contributions to the Social Security Replacement Plan will be changed from mandatory to optional. However, the employee may elect to continue to contribute a portion of pay into the Social Security Replacement Plan, and if so, the City will continue to match up to 6.7%. (This provision does not apply to those employees in the DROP before January 1, 2013)
3. Effective October 1, 2012, employees eligible to participate in the Deferred Retirement Option Program (“DROP”) will receive 1.3% interest and the following formula (the City shall calculate a cost-of-living factor for each retiree retiring on or after October 1, 2012. This factor shall equal the product of three percent (3%) multiplied by the quotient of the sum of the member’s service credit earned for service before October 1, 2012 divided by the sum of the member’s total service credit earned) for COLA, effective October 1, 2012; (This provision does not apply to those employees in the DROP before October 1, 2012)
4. Pensionable income will be calculated on the employee’s base pay with no overtime. (No overtime cap on worked overtime), effective January 1, 2013; Overtime which has already been earned on the date of ratification will be used toward calculating average final earnings.
5. For future service, average final compensation will be changed to the average of the last 5 years of compensation for those who retire after January 1, 2013, (except employees who have 20 or more years of service on January 1, 2013, currently calculating as the best two out of five years).
6. Upon ratification, all members of the Officers’ bargaining unit (as defined by the Public Employees Relations Commission UC-2009-025) will receive a one-time payment of \$5,000.00. This payment will not be added to the base salary or be pensionable. On October 1, 2013, all members of the Officers’ bargaining unit will receive a one-time payment of \$5,000.00. This payment will not be added to the base salary or be pensionable. On October 1, 2014, all members of the Officers’ bargaining unit will receive an across-the-board wage increase of 3% added to their base salary, which will be pensionable.
7. Upon ratification, the base salary for the position classification of Crime Scene Analyst will be increased to \$32,968.00. This increase will only apply to Crime Scene Analysts who have obtained an official certification as a sworn law enforcement officer.
8. Upon ratification, all members of the Officers’ bargaining unit will be eligible to participate in the City’s Education Reimbursement Plan in accordance with the terms of that Plan.

Paul Johns, FOP Staff Representative

City Representative

Date

Date