



**REPORT TO: CITY COUNCIL**

**MEETING DATE: JUNE 7, 2021**

<b>Agenda Item:</b>	4f. CC-21-111
<b>Background / Issue:</b>	<ul style="list-style-type: none"> <li>• January 7, 2021 the Fraternal Order of Police, Lodge #102 issued a letter requesting to meet and confer.</li> <li>• The City and FOP representatives began negotiation meetings on March 18, 2021.</li> <li>• Following numerous conversations the following changes were approved by FOP membership for the upcoming collective bargaining agreement:             <ul style="list-style-type: none"> <li>✓ 6% across-the-board salary adjustment for positions lieutenant and below,</li> <li>✓ addition of out-of-classification pay for temporary assignments to a supervisory position lasting more than 30 days,</li> <li>✓ addition of restricted-duty guidelines for off-duty injuries.</li> </ul> </li> <li>• The agreement was taken to FOP for a vote of the membership.</li> <li>• Voting for the agreement closed on May 30, 2021 and membership voted yes on the contract.</li> </ul>
<b>Financial Impact/Funding Source(s):</b>	Budget amendments are attached reflecting the transfer in and appropriation of \$357,000 from Stillwater Utilities Authority to cover the increased cost of the 2021-2022 FOP labor contract.
<b>Proposal/Solution:</b>	Approve the collective bargaining agreement with FOP for contract year 2021-2022 and the budget amendments to cover the increased cost.
<b>Related Strategic Priority:</b>	#1: Effective Services and Accountable Government: To provided effective services and accountable government for all residents by practicing fiscal responsibility, transparency and outstanding customer service.

**Recommended Action/Motion:**

Motion to approve the collective bargaining agreement with FOP for contract year 2021-2022 and the associated transfer in budget amendments, contingent upon approval of transfer out budget amendments at the Stillwater Utilities Authority meeting this evening.

**Prepared By:**

Christy Driskel, Human Resources Director

**Reviewed By:**

Patti Osmus, Assistant to the City Manager

**Submitted By:**

Melissa Reames, Deputy City Manager

**Attachment(s):**

Budget Amendments