

Mayor and Council Communication

DATE: 09/17/24

M&C FILE NUMBER: M&C 24-0851

LOG NAME: 12MEETANDCONFER2024

SUBJECT

(ALL) Authorize the Execution of a Successor Meet and Confer Agreement Between City of Fort Worth, Texas and Fort Worth Police Officers Association to Expire September 30, 2028

RECOMMENDATION:

It is recommended that the City Council approve the terms agreed to by the City Manager's negotiating team and the Fort Worth Police Officers Association and authorize the execution of a successor Meet and Confer Agreement between the City of Fort Worth, Texas and the Fort Worth Police Officers Association that will expire on September 30, 2028.

DISCUSSION:

Through the meet and confer process, the City and the Fort Worth Police Officers Association (FWPOA) have negotiated and reached a consensus on a Meet and Confer Agreement (Agreement) regarding terms and conditions of employment for Fort Worth Police Officers (Officers). The Texas Local Government Code states that for the Agreement to be enforceable and binding on the City and the Officers, a secret ballot election must be conducted at which a majority of the members of the FWPOA vote in favor of ratifying the Agreement. Further, the City Council must approve the Agreement by a majority vote. Staff has confirmed with the FWPOA that, by majority vote, the FWPOA membership has approved and ratified the Agreement. Approval by the City Council of this Agreement will put it into effect on October 1, 2024, and cause this Agreement to supersede any conflicting state or local law, ordinance, or civil service rule. The attached draft of the Agreement may be subject to minor changes as the City and the FWPOA finalize the exact language in the Agreement. Key new provisions in the Agreement include:

1. Added a second position on full release to the Association for Association business, and provided for an increase in the authorized strength to account for that Officer;
2. Established deadlines to conduct hearings of disciplinary appeals;
3. Made progress in bringing Police Officer pay closer to market median;
4. Increased the maximum age for entry-level Police Officer from 45 to 50 at time of application;
5. Physical Fitness Incentive paid when Officer passes physical test, not annually in September;
6. Promotion Criteria reduced from 4 years to 3 years for Corporal;
7. Promotion Criteria reduced from 3 to 2 years for Sergeant, Lieutenant, and Captain;
8. Included in the Agreement the Juneteenth holiday, observed on June 19th;
9. Defined certain positions for civilians and removed restrictive defined minimum qualifications on Crime Scene Specialists and other positions;
10. Lateral Hires may apply to promote to Corporal/Detective following 2 years from Commission Date with Fort Worth;
11. Four-year Agreement -- Expires 09/30/2028 with one-year evergreen period to extend the Agreement no later than September 30, 2029; and
12. Pay raises follow this schedule:
 - For Fiscal Year 2025 (Year 1) raises effective on the first full pay period that begins after October 1, 2024:
 - Steps 1-4, on 10/1/2024: 12% increase;
 - Steps 5-8, on 10/1/2024: 10% increase;
 - Eliminate current step 9; New Step 9 (current step 10) on 10/01/2024;
 - New Step 9 (current step 10), 5% increase on 10/1/2024;
 - New step 10 (current step 11), 5% increase on 10/1/2024;
 - For Fiscal Year 2026 – Fiscal Year 2028 (Years 2 - 4):
 - Steps 1-8, 3% across the board (ATBs) in all ranks effective 1st pay period beginning January 2026, January 2027, and January 2028;
 - Steps 9-10, 4% year 2, 5% year 3, 5% year 4, ATBs in all ranks effective 1st pay period beginning January 2026, January 2027, and January 2028; and
 - In addition to the applicable annual wage increases in the table above, Officers receive Step pay raises of 5.0% or 2.5% when eligible on their applicable service anniversary date.

Funding is budgeted in the Civil Svc - Base Pay account within the General Fund for the Police Department.

FISCAL INFORMATION / CERTIFICATION:

The Director of Finance certifies that upon approval of the above recommendation, funds are available in the current operating budget, as previously appropriated, in the General Fund to support the execution of the Successor Meet and Confer Agreement, and upon adoption of future

Fiscal Years' Budget by the City Council, funds will be available in the future Fiscal Year's Operating Budget, as appropriated, within the General Fund. Prior to an expenditure being incurred, the Human Resources and Police Departments have the responsibility to validate the availability of funds.

Submitted for City Manager's Office by: ALL ACMs 6122

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Expedited