

**To the Mayor and Members of the City Council****April 2, 2024**

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**SUBJECT: MEET AND CONFER NEGOTIATIONS WITH THE FORT WORTH
POLICE OFFICERS ASSOCIATION**

This Informal Report provides information regarding the ongoing negotiations between the City and the Fort Worth Police Officers Association ("POA") to negotiate the terms of a fifth Meet and Confer Agreement ("MCA").

The current MCA is in effect through September 30, 2024, with a one-year evergreen period, meaning that the MCA is no longer in effect after September 30, 2025. The MCA provides for no wage increases or other changes to be implemented during the evergreen period.

In August 2023, the POA President, Lloyd Cook, contacted the City Manager's Office, requesting that the City and the POA begin negotiations for a fifth Meet and Confer Agreement, thereby initiating the Meet and Confer process under Texas Local Government Code Chapter 143.

The City's bargaining team met on several occasions in the last few months to develop and prioritize a list of topics and matters that the City and the police department believe should be addressed in the next iteration of the MCA. That list will continue to be revised throughout the course of the ongoing negotiations.

The City's bargaining team, led by Assistant City Manager William Johnson, had an initial meeting with the POA's bargaining team on November 30, 2023 to discuss the overall structure and schedule of the upcoming negotiations and exchange some ideas on what each team believed were the most important topics to be addressed in any resulting agreement.

Since November, the City and the POA met publicly on three occasions to consider and negotiate each side's proposed changes to the current MCA and to exchange information needed to evaluate the proposals from both sides. The next bargaining session is scheduled for March 28, 2024. All bargaining sessions are open to the public.

The City's bargaining team is committed to working constructively with the POA to reach a new Meet and Confer Agreement that serves the best interests of both the City and its police officers. The new MCA must be approved by a majority vote of the POA members and the City Council in order to take effect.

For questions concerning these issues, please contact Assistant City Manager William Johnson at 817-392-5806.

David Cooke
City Manager