

City of Wichita – Fraternal Order of Police Lodge 5 (FOP)



Human Resources

December 14, 2021



FOP Tentative Agreement



- Duration: Three Year Agreement (2022-2024); ratified by FOP members December 2, 2021
- The Agreement Covers 640 Commissioned Employees in the City of Wichita Police Department
- The Agreement Provisions will be incorporated in the Revised Budget



Highlights of the Agreement



- 2022: General Pay Adjustment of 4.0% effective 12/25/2021 for Commissioned Employees and Crime Scene Investigators and 1.5% for Assistant Range Masters; 2.5% performance based merit step for eligible employees; Code of Conduct Standard Pay for Commissioned employees after their third full year of service at a rate of \$2 per hour.
- 2023: General Pay Adjustment of 1.5% and 2.5% step for those eligible employees; \$1,000 Retention Bonus; Shift Differential pay (\$0.75) eliminated and added to pay matrices for Police Officer, Detective and Police Sergeant.
- 2024: General Pay Adjustment of 1.5% and 2.5% step for those eligible employees; Code of Conduct Standard Pay for Commissioned employees after their third full year of service at a rate of \$2.25 per hour; \$1,000 Retention Bonus.



Other Notable Language Changes



- Amended the Contract to further define qualifying events for Flexibility Pay.
- Added Juneteenth as a Holiday
- Added another Well Day if an employee used 30 hours or less of sick leave the previous year; to be used by October 31st.
- Updated annual uniform and equipment allowance regarding eligible items.
- Amended the Contract to clarify job vacancy postings, allowing for expedited transfers within the Field Services Division.
- Amended the Contract to clarify the requirements to remove an officer from selective units/assignments for just cause.
- Eliminated the \$100 Fitness Bonus provided to eligible members.
- Included language clarifying the date at which longevity pay is calculated.
- Included a provision to allow probationary employees to utilize sick leave.



Recommendation



Approve the 2022-2024 Memorandum of Agreement between the City and Fraternal Order of Police Lodge 5.



City of Wichita – Fraternal Order of Police Tentative Agreement



Human Resources

