



PROGRESS REPORT AND COUNTER PROPOSALS

May 26, 2026



AGENDA

- **Review articles under tentative agreement**
- **Verify articles without proposed changes**
- **Team addition – Foster & Foster**
- **Articles being deliberated**
- **Itemized review of pending articles**

TENTATIVELY AGREED

Article	Title	Date agreed
10	Safety & Equipment	3/26/26
14	City Property / Off Duty Employment Office	3/26/26
17	Death In Family	3/26/26
18	Court Call Back	2/20/26
21	Vacation	2/20/26
22	Misc. Leave Provisions	2/20/26
33	Supplemental Benefits	3/26/26

NO CHANGES PROPOSED

Article	Title	Article	Title
3	Association Rights	27	Promotional Probationary Period
4	Management Duties to the Association	29	Internal Security Interview Procedure
5	Non-Discrimination by the Association	31	Retiree Health Benefits
6	No Strike Clause	32	Supplemental Benefits
7	Management Rights	35	Psychological and/or Medical Examination
8	Maintenance of Standards	36	City Protection for Police Officers
15	Grievance Procedure	37	Employee Personnel Systems
19	Clothing Allowance	38	Miscellaneous Provisions
20	Holidays	39	Civilianization
23	Working in a Higher Classification	40	Savings Clause
24	Police Cadet Hiring Guidelines	41	Closing Statements

PENDING RESOLUTION

Article	Title
1	Duration
2	Definitions
9	LRC
11	Promotions
12	Seniority
13	Hours Of Work
16	Pay
25	Initial Probationary Period
26	FTO
28	Discipline
30	Healthcare
34	Certifications
att.6	Master Plan Documents
att.7	RHCF Legislation

PENDING ARTICLE 9

Labor Relations Committee

City counter 4/10

[link](#)

Remove Section 4

PENDING ARTICLE 11

Promotions	
City counter 4/10	
Link	
2 years	
✓	Material lead time
✓	Chiefs (Sections 5 & 6)

Rehires

Language is pending
Will touch articles 2, 12 & 25

PENDING ARTICLE 13

Hours Of Work

City offer 3/26

[Link](#)

[Attachment](#)

- Collaborative effort
- Committee approach
- SAPOA refined implementation

PENDING ARTICLE 26

FTO

City counter 4/10

[Link](#)

1 hour of compensation for
every rider, every day

PENDING ARTICLE 16

Pay

City counter 4/10

[Link](#)

[Presentation](#)

- Improve starting pay
- Market raises
- Tied to city financials

WAGES

FY 27

- **10/1/26** 3% Starting Wage Improvement
- Shift differential increased to \$450 per month
- **4/1/27** 3%

FY 28

- **10/1/27** 3%
- **4/1/28** 3%

FY 29

- **10/1/28** 4%
- **4/1/29** Contingent raise tied to the city's General Fund financial performance.
- Based on the 3 largest sources of funds.
- 3 contingent options : 0% , 3%, or 5% based on 3-year average.

Health & Welfare Consulting

[Home](#) > [SERVICES](#) > [HEALTH & WELFARE CONSULTING](#)

Foster & Foster partners with organizations to provide quality health care benefits while controlling the cost. We do this through a strategic approach that addresses the causes behind health care cost increases in order to control premiums rather than pass costs on to employees. As an independent actuarial consulting firm, Foster & Foster works on its client's behalf in finding the best benefits vendors for the client's individual needs.

Foster & Foster provides health and welfare consulting services to active and postretirement welfare programs. Many of the services that we provide are listed below:

Actuarial Services

- > Annual actuarial report
- > Postretirement medical analysis and GASB 74/75 reporting
- > Contribution and self-pay rate calculations
- > Medicare Part D attestations and coordination with CMS
- > VEBA plan design and implementation
- > OPEB plan design

General Consulting Services

- > Benefits strategy development
- > Innovative benefit design improvements and cost analysis
- > Cost containment and funding analysis
- > Plan mergers and spinoffs
- > Wellness/health improvements strategies
- > Vendor bidding and analysis of proposals
- > Stop loss
- > Emergency Medical Evacuation
- > Medical Travel
- > Utilization review
- > Dental
- > EAPs/MAPs

PENDING ARTICLE 30

Healthcare

City counter 4/10

[Link](#)

[Presentation](#)

Comprehensive layered
approach to address
primary concerns

PENDING ARTICLE 30

Healthcare

City counter 4/10

[Link](#)

[Presentation](#)

- Address NSA IDR
- Incremental plan design changes
- Direct Primary Care option
- Membership communication

PENDING ARTICLE 28

Discipline
City proposal 2/20
Link

- Process Improvement Recommendations
- Reject city's proposal

PENDING ARTICLE 34

Certifications

City proposal 4/10

[Link](#)

[Presentation](#)

TCLOSE -> TCOLE

Reject city's proposal

THANK YOU

