

**FISCAL IMPACTS of  
COLLECTIVE BARGAINING AGREEMENTS  
ALL FUNDS**

	FY 2025	FY 2026	FY 2027	3-Year Impact
<b>FOP</b>				
Step Adjustments <sup>(2)</sup>	\$338,639	\$1,326,535	\$236,082	\$1,901,256
COLA 3% 3% 3% (Jul 1, Apr 1, Apr 1)	357,645	1,764,538	2,974,227	5,096,411
Rapid Intervention Team - 2.5% for 43 employees	94,692	97,970	100,730	293,392
Out of Class Pay - + \$2/HR	16,021	16,021	16,021	48,062
1 Additional Holiday	126,167	134,000	142,000	402,167
Housing Stipend	123,429	123,429	123,429	370,286
Hazard Pay - \$50 Per PP	559,000	559,000	559,000	1,677,000
Leave Payout Hours Increase from 75% to 100% - Budget	5,234	5,460	5,612	16,307
Leave Payout Hours Increase from 75% to 100% - Liability	860,000	-	-	860,000
Leave Accrue Hours Increase Cap from 500 to 600	16,632	16,856	17,015	50,503
Sick Leave Sell-Back Increased from 136 hrs. to 168 hrs.	105,179	124,760	136,755	366,693
Police Vehicle - adding 5 more employees (+\$75 Per PP)	45,954	-	-	45,954
Health Savings Program - increase from \$25 to \$50 Per PP	-	-	-	-
Quality of Life - \$26 Per PP rolled into base pay	8,812	22,229	21,834	52,875
CALEA - \$20 Per PP rolled into base pay	6,692	17,009	16,714	40,415
Uniform Cleaning - \$27.69 per PP rolled into base pay at Clothing Allowance rate of \$39.23 per PP for all	114,087	34,771	34,072	182,930
CJIS - 5% rolled into base pay	-	-	-	-
1% Performance-Based Bonus - Non-recurring & Non-pensionable)	410,614	428,335	440,269	1,279,218
<b>Total FOP</b>	<b>\$3,188,796</b>	<b>\$4,670,913</b>	<b>\$4,823,760</b>	<b>\$12,683,468</b>

**FOP Step Adjustments <sup>(2)</sup>**

**Additional Step - Police Officers**

One 4% to the Top Jul 2025

One 4% to the Top Apr 2026

**Step Increase - Sergeants**

4% increase July 2025

4% increase Apr 2026

**Step Increase - Lieutenants**

4% increase July 2025

4% increase Apr 2026

**Additional Step - Detention Officers**

One 4% to the Top Jul 2025

One 4% to the Top Apr 2026