



City of Independence and Fraternal Order of Police Lodge No. 1

Memorandum of Understanding

WHEREAS the City Management (“the City”) and Fraternal Order of Police Lodge No. 1 (“FOP”) have met and discussed the issue of recruiting and retaining sworn personnel, which is a challenge locally and nationally; and,

WHEREAS on April 5, 2021 the City Council approved Resolution No 21-736 authorizing the work agreement between the City and FOP for the period of July 1, 2021 through June 30, 2024; and,

WHEREAS City Management and FOP mutually acknowledge an immediate and urgent need to attract and retain talented public safety personnel and have developed a set of strategies to address this urgent public safety matter; and,

WHEREAS on November 2, 2021, the voters of Independence approved changes to Prop P which enables expanded use of Prop P sales tax proceeds;

NOW THEREFORE, the parties have negotiated and agree to the following:

- Appendix A in the current agreement provides for a 3% wage adjustment, effective July 1, 2021, 2% wage adjustment effective July 1, 2022, and 2% wage adjustment effective July 1, 2023 for the positions of Police Officer, Master Police Officer, and Sergeant. Appendix A is hereby modified to provide for a 6% wage adjustment for those positions effective January 2, 2022, a 4% wage adjustment effective July 1, 2022, and a 4% wage adjustment effective July 1, 2023.
- In consideration of changes to Article 19, Section 5, the following positions will receive a 2.6% increase on July 1, 2022 and a 2.6% increase on July 1, 2023 as opposed to the 2% increase on July 1, 2022 and 2% increase on July 1, 2023 previously agreed upon:
 - Property Control Technician
 - Detention Officer
 - Detention Supervisor
 - Police Records Technician
 - Parking Enforcement Officer



- In consideration of changes to Article 19, Section 5, Crime Scene Investigator will receive a .6% increase on July 1, 2022 and a .6% increase on July 1, 2023.
- As part of this adjustment, Article 19, Section 5: Longevity Pay is modified as follows:

Section 5. Longevity Pay. Any member currently receiving Longevity Pay will continue to receive their current Longevity Pay accrued to date but will cease to accrue additional Longevity Pay after January 1, 2022. In lieu of Longevity Pay, the City agrees that in any given year, the wage table adjustment for all members shall not be less than .6%. ~~After an employee reaches the top step of their respective pay classification, Longevity pay shall be added to the base pay rate of each bargaining unit member who qualifies for such pay, at a rate of one-half of one percent (1/2) of their base pay, . Longevity pay shall be calculated as follows: [base pay] x .005 = [longevity increase]. Under this approach, each year's longevity increase shall be added to the employee's total base pay. No employees who are currently receiving longevity pay will have the amount of their longevity pay reduced as a result of this agreement.~~

So agreed this _____ day of December, 2021.

Zach Walker
City Manager
City of Independence

Jason Petersen
President
FOP Lodge No. 1