

# LPOA MOU Agreement Reached

- 2 Year Memorandum
- 3 Priorities
  - Management Rights
  - Market Competitive
  - Internal Equity



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# LPOA MOU

## Management Rights



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## Management Rights – Align with Resolution #6817

Management Rights outline the autonomy the employer has to manage the organization. They are comprised of:

- core rights (such as to determine the organization's mission, budget, strategy),
- operational rights (such as to assign, direct, hire and fire).

A full description of Management Rights for the City of Lawrence are delineated in Resolution #6817.

This agreement restores previously eroded Management Rights.



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# LPOA MOU

Management Rights – Allow Chief to develop policy, run the department

The Chief of Police has the responsibility and authority to develop policy, set operational guidelines and otherwise make decisions for day-to-day operations to effectively and efficiently run the department.

This agreement restores the ability of the Chief to do so.



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Market Competitive



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# LPOA MOU

## Market Competitive - Market

The agreed upon primary markets for comparison of wages are the cities of:

- Lenexa
- Olathe
- Overland Park
- Shawnee
- Topeka
- Unified Government of Wyandotte County and Kansas City, KS



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# LPOA MOU

## Market Competitive - Longevity

Market: One agency offers Longevity, all others use this fiscal allocation for other types of compensation.

For 2019, LPOA Longevity will be paid in a flat dollar amount beginning with \$250 for 5 years of service and capping at \$1000 for those with 20 or more years of service.

\$250 replaces \$240-\$432

\$500 replaces \$480-\$672

\$750 replaces \$720-\$912

\$1,000 replaces \$960 & up

Those hired January 1, 2019 and after -not eligible.

Payment of Longevity is an agreement reached in this memorandum.

“Longevity is a traditional and tenured benefit found in the public sector that has not proven to be effective toward promoting efficient and effective service”

– McGrath Human Resources Group



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# LPOA MOU

Market Competitive - Other

Shift Differential – no change

(New) Commitment to work together to implement a mental health wellness program

Equipment, Clothing and Uniforms

- Consolidation of language

- Ensured IRS compliance

- Removed processes that were administratively burdensome



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# LPOA MOU

## Market Competitive & Internal Equity - Compensation

### Compensation Plan Design

- Police Officer
  - Annual Step Increases, first 8 years @ 2/year or 5%, proposed 1 step on 9<sup>th</sup> anniversary.
  - Competency Step Increases, maximum of 6 @ 2.5%
    - Added – Drug Recognition Expert, Public Affairs Officer
    - Removed – Neighborhood Resources Officer
- Detective
  - Promotional, generally at Step 7 or 9
  - Annual Step Increases, generally 5 years to top, 2/year or 5%



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# LPOA MOU

Market Competitive – 2018 Survey Data  
Police Officer

New Hire - Highly Competitive Starting Wage to attract top talent

- Lawrence pays top = \$44,813
- Range Minimum: 3.2% over median, 4.1% over average



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# LPOA MOU

## Market Competitive - 2018 Survey Data Police Officer

Competency Program – Rewarding the Officer with the drive/desire to attain a greater level of Knowledge, Skills and Abilities

- 6 available = \$6,906
- 3 competencies (i.e. BS w/2 technical) = \$5,115
- Market = \$1,500 or \$4,500
  
- Lawrence is 2<sup>nd</sup> highest for Officers who excel to the maximum of their respective programs.
- Range Maximum: 1.6% over median, 1.3% over average



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# LPOA MOU

## Market Competitive - 2018 Survey Data Police Officer

### Range Midpoint

- Lawrence is in the middle of the market cities
- 1.5% below median, 1.4% above average

### Step Program – Effective Officers who choose not to participate in Competency program

- Lawrence is in the middle
- Step 17: 4.8% below median, 0.5% below average



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# LPOA MOU

## Market Competitive – 2018 Survey Data Detective

### Range Minimum – below market

- promotional generally step 7 & 9

### Range Midpoint - above market

- 2.3% over median, 0.8% over average

### Range Maximum – above market

- 0.2% under median, 3.9% over average



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## Final Proposals



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# LPOA MOU

## Final Items Resolved

### Article 3: Compensation

Compensation Plan design  
General Wage Adjustment  
Longevity  
Shift Differential

LPOA Final Proposal  
LPOA Final Proposal  
City Final Proposal with 1 modification  
City Final Proposal

### Article 6: Leaves of Absence

Emergency Leave  
Fitness Days

LPOA Final Proposal with 1 modification  
City Final Proposal

### Article 7: Insurance

Funeral Expenses

City & LPOA Final with compromise



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# LPOA MOU

## Market Competitive/Internal Equity – Base Pay Proposals

City Final Proposal	2019	2020
Police Officer	1.50% GWA	2.00% GWA
Detective	0.75% Lump Sum	1.70% Lump Sum

LPOA Final Proposal	2019	2020
Police Officer	+1 step to merit program	1.50% GWA
Detective	+1 step to merit program	0.00% GWA

GWA: Increase to the value in the steps, salary increase to all incumbents

+1 Step: Additional step added to pay plan, salary increase to incumbents w/9yos

Lump Sum: No change to value in the steps, one time payment to incumbents at max



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# LPOA MOU

## Market Competitive/Internal Equity – Base Pay Proposals

- Both proposals address possible future market growth
- GWA allows for all members to receive a market based adjustment
- + 1 step allows for those with 9 years of service or more to receive a market based adjustment
- Final agreement addresses market adjustment where it's needed the most



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## Internal Equity – Base Pay Final Proposals - Cost

<b>City Final Proposal</b>	<b>\$664,359</b>	<b>+ 6.09%</b>
2019	\$142,100	+ 1.30%
2020	\$522,259	+ 4.72%

<b>LPOA Final Proposal</b>	<b>\$611,661</b>	<b>+ 5.60%</b>
2019	\$147,958	+ 1.36%
2020	\$463,703	+ 4.19%

<b>Agreed Proposal</b>	<b>\$593,502</b>	<b>+ 5.44%</b>
2019	\$132,800	+ 1.22%
2020	\$460,702	+4.17%

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## Internal Equity



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# LPOA MOU

## Internal Equity – Base Pay, Merit, Steps, Longevity, KP&F

<b>Primary Pay Plan</b>	<b>\$42,446,225</b>	<b>601.4 FTE</b>
Compensation/FTE January 1, 2019	\$68,902	
New Money/FTE during 2019	\$ 1,677	+ 2.4%
<b>IAFF Pay Plan</b>	<b>\$11,866,308</b>	<b>112.0 FTE</b>
Compensation/FTE January 1, 2019	\$102,699	
New Money/FTE during 2019	\$ 3,250	+ 3.2%
<b>LPOA Pay Plan</b>	<b>\$11,046,494</b>	<b>128.0 FTE</b>
Compensation/FTE January 1, 2019	\$83,824	
New Money/FTE during 2019	\$ 2,477	+ 3.0%



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## Internal Equity

Language was simplified and references to the employee handbook:

- Rules and Regulations
- Vacation
- Holiday
- On-Call
- Call Back (New for LPOA)
- Leaves of Absence



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# LPOA MOU

## Internal Equity

MOU more advantageous to LPOA members in some areas

- Overtime
- Court Time
- Vacation – pay out up to 20 hours once/year
- Holiday – some additional features for moving a holiday
- Emergency Leave – provision for 10 hour shifts
- Fitness Days – 1 day off not available to other staff
- Personal days – 1 additional day off



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## Internal Equity - Paid Time Off

Paid Time Off	Primary	IAFF	LPOA
Vacation	40	40	40
Holiday	9	9	9
Personal Days	2	0	3
Kelly Days	0	6	0
Fitness Days	0	0	1
Wellness Days	2	2	2
Sick Leave	12	12	12
TOTAL	65	69	67

Based on highest accrual rates and an 8 hour schedule



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# LPOA MOU

## Internal Equity

ILD - In the Line of Duty benefits outlined for LPOA members

- Work Comp Lost Work Day payments
- Funeral Expenses (ILD)
- Contagious Disease, etc. (ILD), exposure of family members



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Thank You



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