

Olympia Police Lieutenant's Association
ECONOMIC AGREEMENTS SUMMARY
January 1, 2025 - December 31, 2026

The City and OPLA are currently negotiating the labor contract for the period
January 1, 2025 – December 31, 2026. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA on Salary		
	2025: 3.8% COLA and 7.0% on Base Salary*	\$ 238,866
	2026: 2.5% Min/4.0% Max Tied to CPI-U*	\$ 51,437
Increase of Benefits		
	2025	\$ 9,204
	2026*	\$ (12,649)
2025	TOTAL: As a percentage of annual payroll	0.54%
2026	TOTAL: As a percentage of annual payroll	-0.72%

COLA on base salary increase estimated 5.0%
Calculations are based upon 6 employees
This includes 7% increase on 2024 base salary to adjust for Guild Contract being ratified
2026 Benefits are based on new DRS employer contribution rate reduction - 5.32%
Percentage is based on total Compensation of OPLA Payroll