

**POLICE GUILD
ECONOMIC AGREEMENTS SUMMARY
January 5, 2021**

The City and the Union are currently negotiating the labor contract for the period January 1, 2020 – December 31, 2021. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA on base salary	2020: 2.07% 2021: 1.0% Min/4.0% Max Tied to CPI-U;	\$164,737 \$107,839
Payroll Tax on Increases	2020: 2021:	\$2,389 \$1,563
Specialty Pay **	2020: 2021:	\$40,504 \$628
Benefits	2020: 2021:	\$25,080 \$11,701
Shoe Allowance	2020: 2021:	\$1,160 \$0
Life Insurance	2020: 2021:	\$0 \$12,180
MERP	No Change	\$0
VEBA	No Change	\$0
Deferred Comp	No Change	\$0
2020	TOTAL: As a percentage of annual payroll:	\$189,818 2.32%
2021	TOTAL: As a percentage of annual payroll:	\$119,541 1.44%

These calculations are based upon 60 employees.

** This includes an increase to the Detectives to 4% and the addition of Walking Patrol and Neighborhood Policing at 3.3%