



Board Summary Report

File #: 24-710

Agenda Date: 12/10/2024

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To: Board of County Commissioners

Through: Ron Carl, County Attorney, County Attorney's Office

Prepared By:

Daniel Perkins, Senior Assistant County Attorney

Subject:

Collective Bargaining Agreement - Fraternal Order of Police

Purpose and Request:

Adoption of a resolution authorizing the Chair of the Board of County Commissioners to execute the Collective Bargaining Agreement between Arapahoe County Government, the Arapahoe County Sheriff, and the Fraternal Order of Police covering the calendar years January 2025 through December 2026.

Background and Discussion: In August 2023, the Fraternal Order of Police (FOP) became the exclusive bargaining representative of all Arapahoe County Sheriff's Office law enforcement personnel below the rank of Lieutenant, and all communications employees reporting to the Communications Manager. The FOP and the County (with representatives from both the County government and the Sheriff's Office) negotiated with the FOP beginning in April 2024. The Parties reached a tentative agreement on December 3, 2024. The FOP's bargaining unit members voted to ratify the Agreement on December 4, 2024, and the Sheriff also verbally agreed to the terms. The Agreement is for a term of two (2) years.

Alternatives: The BOCC could elect to not authorize the execution of the Collective Bargaining Agreement and resume negotiations.

Fiscal Impact: The fiscal impact is related to the items that were collectively bargained.

Alignment with Strategic Plan:

- Be fiscally sustainable
- Provide essential and mandated service
- Be community focused

Concurrence: The Arapahoe County Sheriff and the County Attorney's Office.

Resolution: Attached is a copy of the draft resolution.