

Memorandum  
City of Lawrence  
Human Resources Division

TO: David L. Corliss, City Manager

FROM: Marlo Cohen, Management Analyst II

Cc: Diane Stoddard, Assistant City Manager  
Cynthia Wagner, Assistant City Manager  
Casey Toomay, Budget Manager  
Lori Carnahan, Human Resources Manager

DATE: May 29, 2013

SUBJECT: Memoranda of Understanding Status on Compensation Programs for 2014-2015

The terms of the memoranda of understanding agreements between the City of Lawrence, Kansas and the International Association of Firefighters (IAFF), Local 1596 and the Lawrence Police Officers Association (LPOA) are effective for a period of four years from January 1, 2012 through December 31, 2015. The agreements are subject to a reopener provision regarding the general wage and range adjustment (GWA) for 2015.

The agreements state that during the term of the memoranda, established compensation programs for represented police and fire personnel will be followed and fully funded.

The 2014 compensation programs include a 1.5% GWA for all represented fire personnel and police personnel holding the classification of Police Officer. The 2015 compensation programs include a 1.0% GWA for all represented fire and police personnel. The City or either bargaining agent (IAFF Local 1596 or LPOA) may reopen discussions regarding the 2015 GWA by written notification to the other party of that intention no later than April 1, 2014.

In projecting payroll costs for the purposes of preparing the 2014 budget, the amount determined necessary to fully fund both the police and fire compensation programs and 1.5% GWAs is \$399,000, with \$223,000 and \$176,000 allocated to police and fire, respectively.