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Memorandum

VIA E-MAIL

To: City of Aurora – Finance Committee

From: John B. Murphey

Date: April 22, 2025

Re: Settlement of Police Supervisors Contract

The City Management Team is recommending that the City Council approve a new collective bargaining agreement with the Police Department Supervisory bargaining unit, consisting of sergeants, lieutenants, and commanders. The essential economic terms mirror those which were negotiated with APPO. In particular:

1. Contract Term.

This is a 4-year agreement running through calendar year 2028.

2. Wages.

The general salary schedule increase for each year is as follows:

2025	4%
2026	4%
2027	4%
2028	3.5%

3. Longevity Adjustments.

Under the prior collective bargaining agreements, officers who have completed more than 10 years of service and are “topped out” on the salary schedule receive longevity adjustments at certain benchmark years:

After 10 Years	1%
After 15 Years	1.5%
After 20 Years	2.0%

The longevity benchmarks have been adjusted as follows:

After 10 Years	2%
After 15 Years	3.5%
After 20 Years	5%
After 25 Years	5.5%

4. **Rank Differential**

Supervisor pay is based on a percentage differential between the supervisor rank and the rank immediately below the supervisor's rank. Sergeants' pay is 19% over top patrol, and Commanders' pay is 19% over Lieutenants' pay. Under the current CBA, Lieutenants' pay is 18% over Sergeants' pay. Effective 1-1-26, the differential will be 19% to align with the other rank differentials.

5. **Health Insurance.**

Currently, these employees pay 16.5% of the health insurance premium costs. The employee premium share will increase as follows:

January 1, 2026	18%
January 1, 2027	20%

The Union bargaining team is recommending this agreement to its membership.