

# Police Collective Bargaining Agreement

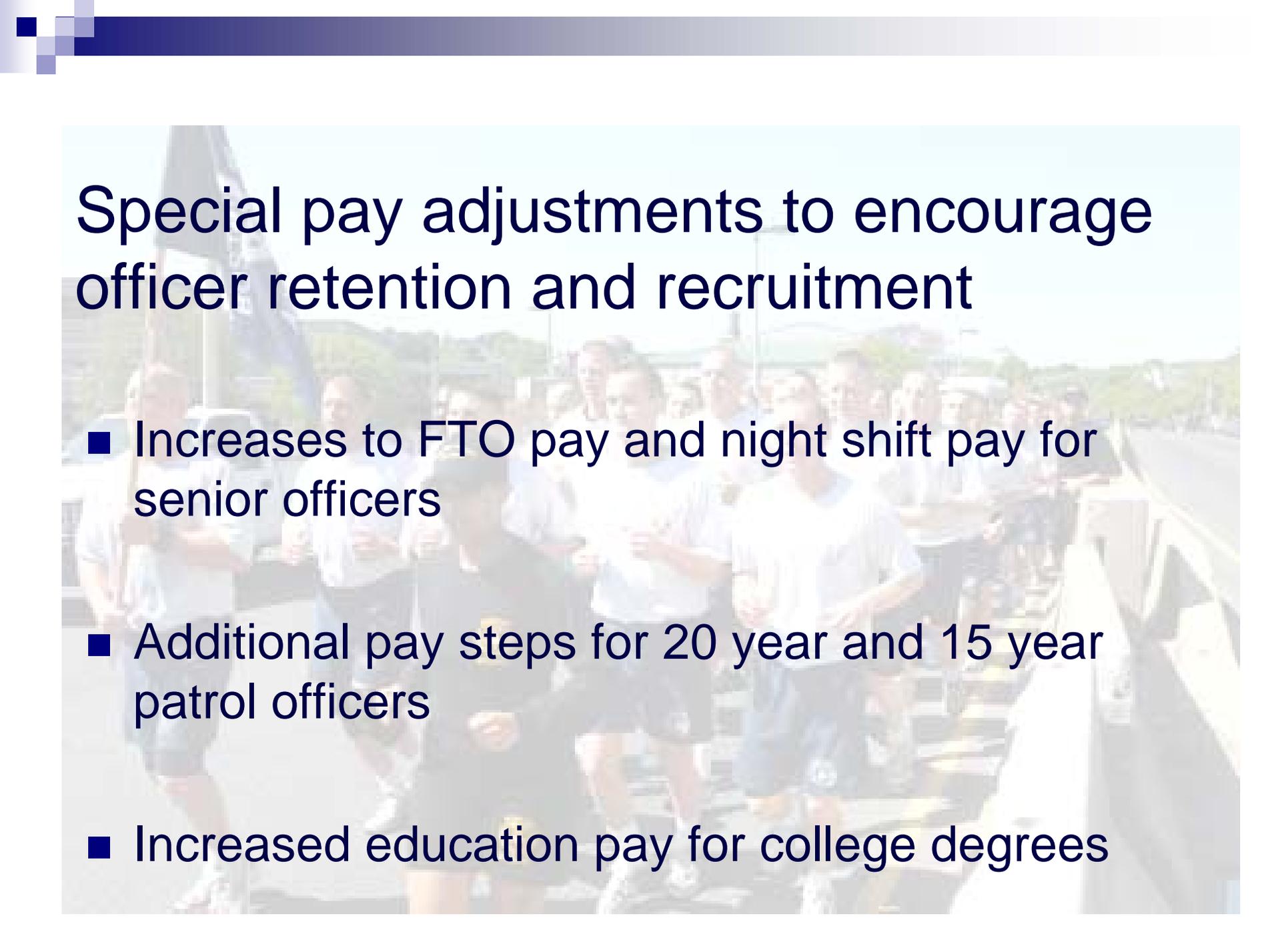
For Council Approval  
August 26, 2008

**Continues pay comparisons (adjusted for cost of living) to Phoenix, Tucson, Albuquerque, Dallas, Austin, San Antonio and Houston**





**Moves police officers  
health coverage to the  
same terms as other  
El Paso City employees  
and will also be consistent  
with 7 comparison cities**

A group of police officers in uniform are running a race on a city street. They are wearing light blue shirts and dark shorts. The background shows a city street with buildings and trees. The image is slightly faded to allow text to be overlaid.

## Special pay adjustments to encourage officer retention and recruitment

- Increases to FTO pay and night shift pay for senior officers
- Additional pay steps for 20 year and 15 year patrol officers
- Increased education pay for college degrees

# Other Provisions



- Tightens rules for use of polygraph in administrative investigations & provides more consistency with state laws
- Provides for random drug testing of all sworn personnel



- Provides criteria for the questioning of officers in critical incidents to allow for immediate questioning, scene walk-throughs, and the taking of a written statement after 48 hours
- Contract is a four year agreement



**Questions?**