

SUMMARY OF CHANGES TO GALLUP POLICE OFFICERS ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

Section 3 UNIFORMS

Language was amended to increase the annual clothing allowance from \$1,000 per year to \$1,200 per year effective August 2023. The allowance check shall be issued on or about the first full pay period in August of each calendar year to all eligible (non-probationary) employees who are employed on the date the checks are disbursed. New language was added to immediately discontinue the \$7.50 bi-weekly clothing allowance currently being paid to police officers by the City.

New language was added to this section to require the City to purchase new protective vests for new employees who have successfully completed their probationary period. The vests will remain in service until the manufacturer's warranty expires, at which time the City will provide a new replacement. The department may replace vests whenever the fit is no longer appropriate.

Section 15 COMPENSATION

Language was amended to provide for an increase of 5% in compensation, effective the first day of the first pay period after the agreement is approved by the City Council. Language was also amended to correct an error in the heading of subsection D pertaining to vehicle take home policy.

Section 25 INSURANCE COVERAGE

Language was amended to change the City's percentage of the cost of dental coverage from 60% to 80% and to lower the employee's percentage of the cost from 40% to 20%. Language was also amended to lower the employee's percentage of the cost of vision coverage from 100% to 20% and to include the City's percentage of the cost for vision at 80%.

Section 32 INTERNAL AFFAIRS

A new subsection was added to grant full authority to any outside agency hired by the City/Chief of Police as if the agency were the in-house investigator. A good faith effort will be made by the department to complete investigations within six months. This does not apply to officer involved shootings or criminal investigations. These investigations will take whatever time is necessary, within the law, to conduct a thorough and complete investigation.

Section 35 BARGAINING EMPLOYEES

New language was added to this section to define the probationary period of a bargaining unit employee to begin when the employee successfully completes the law enforcement academy. The new language becomes effective on the date of execution of the new agreement and only affects new employees hired after this date.

Section 41 TERMS OF AGREEMENT

Language was amended to allow for the reopening of negotiations of the agreement for economic issues each year beginning in March 2023 and 2024. A complete opening of negotiations will occur in April 2025. The agreement shall last for a term of thirty-six (36) months beginning on date of execution by both parties.