

AN ORDINANCE APPROVING AN AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE (FOP) WEST CENTRAL MISSOURI LODGE NO. 50, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT.

WHEREAS, the City of Gladstone, Missouri (the “City”) and the Fraternal Order of Police, Lodge No. 50, have engaged in negotiations regarding the terms of the Collective Bargaining Agreement (CBA); and

WHEREAS, both parties have agreed to amend the existing agreement to provide a wage increase for non-supervisory bargaining unit members to enhance recruitment and retention efforts; and

WHEREAS, City staff believes the terms of the proposed Amendment are fair and reasonable.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:

The Collective Bargaining agreement between the City of Gladstone and Fraternal Order of Police, Lodge 50 is hereby amended as follows:

- 1) Effective July 1, 2025, all bargaining unit members shall receive a seven percent (7%) market adjustment wage increase.
- 2) The wage increase shall be applied to the base salary of each officer as specified in the current pay scale.
- 3) The lateral adjustment for experienced POST-certified officers applying for employment will increase from five (5) to seven (7) steps.
- 4) All other terms and conditions of the Collective Bargaining Agreement not amended herein shall remain in full force and effect.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.



Mayor Les Smith

ATTEST:



Kris Keller, City Clerk

First Reading: June 23, 2025

Second Reading: June 23, 2025

BILL NO. 25-19

ORDINANCE 4.703

EXHIBIT A

PAY SCALE AS OF JULY 1, 2025

(See attached)

EXHIBIT A

PD PAY SCALE (UPDATED 7/1/2025)			
	Pay Grade	Hourly	Annual Equivalent
Entrant Officer	A	\$25.21	\$52,430
Police Officer Detective	A	\$27.78	\$57,780
	B	\$28.61	\$59,513
	C	\$29.47	\$61,299
	D	\$30.35	\$63,137
	E	\$31.27	\$65,031
	F	\$32.20	\$66,983
	G	\$33.17	\$68,993
	H	\$34.16	\$71,062
	I	\$35.19	\$73,194
	J	\$36.25	\$75,390
	K	\$37.33	\$77,651
	L	\$38.45	\$79,981
	M	\$39.61	\$82,380
	Corporal	A	\$30.87
B		\$31.79	\$66,126
C		\$32.75	\$68,110
D		\$33.73	\$70,153
E		\$34.74	\$72,258
F		\$35.78	\$74,425
G		\$36.85	\$76,658
H		\$37.96	\$78,957
I		\$39.10	\$81,326
J		\$40.27	\$83,766

**FIRST AMENDMENT TO THE
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE FRATNERAL ORDER OF
POLICE, LODGE 50 AND THE CITY OF GLADSTONE, MISSOURI**

This First Amendment (the "Amendment") dated this 23rd day of June 2025 to the Collective Bargaining Agreement (the "Agreement") between the Fraternal Order of Police, Lodge 50 (the "FOP") and the City of Gladstone, Missouri (the "City"). The City and the FOP may be collectively referred to herein as the Parties.

WHEREAS, the Parties entered into the Agreement on January 8th, 2024 in which the City agreed to terms of a collective bargaining agreement between the Parties; and

WHEREAS, the Parties desire to amend the Agreement.

NOW, THEREFORE, in consideration of the mutual promises, covenants and agreements herein contained, the adequacy and sufficiency of which are hereby acknowledged and confessed, the Parties hereto do mutually promise, covenant and agree as follows:

Section 1. The paragraph titled "Section 11.02 Lateral Hires" contained in the Agreement is hereby amended to read as follows:

Section 11.02 Lateral Hires

The Police Chief shall have discretion to place new hires at steps A through H in the pay step system, based on their relevant experience. Credit need not be given on a year-for-year basis, but shall be based on the quality and nature of the work experience in question.

Section 2. Appendix A of the Agreement, which lays out the pay step system for the Agreement, is hereby amended to read as laid out on the next page:

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Appendix A

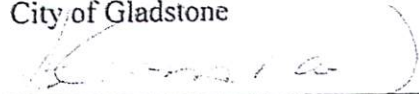
PD PAY SCALE			
<i>City of Gladstone</i>			
Law Enforcement			
	Pay Grade	Hourly	Annual Equivalent
Entrant Officer	A	\$25.21	\$52,430
	A	\$27.78	\$57,780
Police Officer Detective	B	\$28.61	\$59,513
	C	\$29.47	\$61,299
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	J	\$40.27	\$83,766

Section 3. All other terms, provisions, promises, and conditions contained in the Agreement not specifically amended, revised, or deleted in this Amendment and hereby ratified as being in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment to the Agreement on the date below.

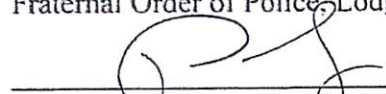
Agreed to this 24th day of June, 2025.

City of Gladstone


Robert M. Baer, City Manager

Date: 06/24/25

Fraternal Order of Police, Lodge 50


Paul Brooks, President

Date: 06-24-25

Attest:


City Clerk



Request for Council Action

RES # City Clerk Only

BILL # 25-19

ORD # 4.703

Date: 6/16/2025

Department: Police

Meeting Date Requested 6/23/2025

Public Hearing: Yes Date: [Click here to enter a date.](#)

Subject: Amendment to the Collective Bargaining Agreement between the City of Gladstone and FOP

Background: The City initiated a compensation survey of surrounding cities. The results of the survey indicate that the current compensation for bargaining unit members is not competitive with similar positions in nearby municipalities. As a result, the City has proposed to provide a market adjustment increase, outside of the Collective Bargaining Agreement, for bargaining unit members in the amount of 7% to ensure competitiveness and to attract and retain top talent. This adjustment is crucial to maintaining fair compensation relative to their peers and ensuring continued high standards of leadership and performance within the department.

In addition, the City is proposing that the lateral step plan for experienced, POST-certified officers applying for employment with the City of Gladstone be increased from five (5) to seven (7) steps.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommends amending the CBA.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and FOP.

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager