



PHILADELPHIA LODGE #5 FRATERNAL ORDER OF POLICE

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Roosevelt L. Poplar, **President**

John Hoyt, **Recording Secretary**

Summary of New Act 111 Award

- 2-year award with **10% cumulative raises over two years**. 4.5% in FY26 and 5.5% in FY27. Cumulative raise includes 3% for wages increase, 1.5% for civilianization adjustment through attrition, and 1% increase to longevity pay scale in FY27.
- **That's 15% in cumulative raises over three years FY25, 26 & 27.**
- Biggest raises of any city employees. Biggest two-year raise in our history!
- Over the cycle of the two year contract, Police Officer 1 top step salary will increase to **\$104,562** with stress pay.

\$108,804 at 3 years including stress and longevity pay

\$109,297 at 5 years including stress and longevity pay

\$109,987 at 10 years including stress and longevity pay

\$110,678 at 15 years including stress and longevity pay

\$111,171 at 20 years including stress and longevity pay

\$111,762 at 25 years including stress and longevity pay

\$112,256 at 30 years including stress and longevity pay

- **\$3000** signing bonus payable within 30 days.
- **\$500,000** increase to our retiree trust medical reimbursement FY25 & FY26.
- **Reopener in 2026 for additional economic benefits related to salaries, retention, Medicaid sick and vacation conversion and other benefits for officers.**
- **Negotiated** a two-year contract to avoid competing with other city municipal unions.
- **Maintained** medical benefits.
- **Maintained** pension and residency.
- **New category of leave** – wellness days. One extra day per year for mental break.
- Officers can use up to five of **their sick days** per year to take care of sick family members.
- Early intervention program to help struggling officers and families.
- Disciplinary diversion program to avoid discipline and reward prior performance.
- **Police Oversight Commission proposals all denied by the Panel.**
- Expedited back pay system for terminated officers.
- FLSA comp time improvement for all K-9 officers.
- Reserve Program to prepare candidates for promotions and special assignments.
- Civilianization adjustments by attrition ONLY.

Congratulations to FOP Lodge 5's Members and Thank You for All You Do!!

Roosevelt L. Poplar, President