

# **MEMORANDUM OF UNDERSTANDING**

between

FRATERNAL ORDER OF POLICE, ROCK CITY LODGE #22,

NATIONAL BLACK POLICE OFFICERS ASSOCIATION  
CHATTANOOGA, TENNESSEE CHAPTER,

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS, LOCAL #673,

and

MAYOR ANDY BERKE, CITY OF CHATTANOOGA

July 7, 2014

This Memorandum of Understanding is made and entered into by and between the City of Chattanooga and Fraternal Order of Police, Rock City Lodge #22, National Black Police Officers Association, Chattanooga, Tennessee Chapter, and International Brotherhood of Police Officers, Local #673, for the benefit of the citizens of Chattanooga and the sworn public servants employed by the Chattanooga Police Department.

WHEREAS, the parties are mutually committed to providing the best services possible to the citizens of the City of Chattanooga;

WHEREAS, the citizens of Chattanooga expect and require a capable, well-staffed Police Department whose members are focused on the safety and betterment of the community;

WHEREAS, the members of the Police Department expect to and should be treated professionally, respectfully, and fairly and should have predictable raises based on years of service and rank;

WHEREAS, significant pay disparities have developed over the years due to the lack of a comprehensive pay plan and other factors;

WHEREAS, these pay issues do harm to the *esprit de corps* of our Police Department and are not a positive factor in recruitment, retention, and development of talent within the Department;

WHEREAS, the Mayor, the leaders of employee groups, and the leaders of the Police Department have collaborated to craft a fair, predictable, and competitive Pay Plan that is in the best interests of the citizens of the City of Chattanooga; and

WHEREAS, it is incumbent on the leadership of the City of Chattanooga to respect this Pay Plan and to fully support it in present and future budgeting,

THEREFORE, it is agreed:

- (A) that the Pay Plan set forth in Exhibit A hereto shall govern raises for sworn employees of the Police Department, subject to comprehensive adjustment from time to time;
- (B) that the parties will continue to collaborate as additional compensation data is received in order to consider necessary minor changes to the Pay Plan that do not upset the structure of raises to be granted as officers progress through time and rank; and
- (C) that the City of Chattanooga will conduct periodic assessments of the Pay Plan to determine whether comprehensive adjustments should be made, with the first such assessment beginning no later than the summer of 2016 in time for adjustments, if any, to be included in the budget for the subsequent fiscal year.

ENTERED into this 7<sup>th</sup> day of July, 2014.

Signed:

For FOP, Rock City Lodge #22:

By: \_\_\_\_\_  
MPO Sean O'Brien, President

For National Black Police Officers  
Association, Chattanooga, Tennessee Chapter:

By: \_\_\_\_\_  
MPO Iran Meadows, President

For IBPO, Local #673:

By: \_\_\_\_\_  
Officer Robert Simmons, President

For the City of Chattanooga:

By: \_\_\_\_\_  
Mayor Andy Berke