



Legislation Text

File #: ID 2016-283, **Version:** 1

TO: Mayor and City Commission

FROM: Douglas E. Smith, City Manager

DATE: May 4, 2016

APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE, FLORIDA STATE LODGE (POLICE OFFICERS AND SERGEANTS) FOR THE PERIOD FROM OCTOBER 1, 2015, THROUGH SEPTEMBER 30, 2018.

BACKGROUND: The current collective bargaining agreement with the Fraternal Order of Police ("FOP") Florida State Lodge (Police Officers and Sergeants) expired September 30, 2015. The Margate FOP bargaining unit recently voted in favor of the proposed new collective bargaining agreement.

Below is a summary of some of the provisions in the proposed collective bargaining agreement with the FOP.

1. Wages - 3% plus step increases for 1st and 2nd year of the agreement (third year to be negotiated later).
2. Reopeners - provides various reopeners (Health and Life Insurance/Higher Education/one additional reopener for City; up to three reopeners for union).
3. Effective October 1, 2016, reduced lump sum administrative leave from 50 hours to 40 hours
4. Vehicle use - Take home vehicle opportunity reinstated allowing for take home vehicle use for additional employees living in a portion of Palm Beach County with \$50 monthly payment to the City.
5. "Officer of the Year" award recipients-increase from 8 to 11.5 hours compensatory time.
6. Decrease differential pay from 15% to 10% for temporarily filling in, in an acting capacity, a position in a higher or different rank.
7. Road Patrol Sergeant assignment (\$25) - change number of shifts to receive the payment from more than 8 to more than 2 consecutive shifts.
8. Employee shall serve first 30 hours (previously 16 hours) for disciplinary action as outlined in the agreement; then employee shall be allowed to utilize compensatory leave hours, holiday leave hours, or vacation leave hours after the 30 hours to satisfy each disciplinary action.
9. Uniform Allowance - increased from \$900 to \$1,100 per fiscal year.
10. Added language - sick leave and personal leave shall not be used in the calculation of overtime as hours worked for sick leave and personal leave taken within a pay period.
11. Added language - vacation leave, bereavement leave, holiday leave, and use of accrued compensatory time used within a pay period shall be included in the calculation of hours worked within a pay period.
12. Deleted requirement to use at least 50% of total vacation leave hours earned during a fiscal year.

13. Insurance for retirees - added that rate shall not exceed 100% of actual premium cost.

RECOMMENDATION: For approval.

FISCAL IMPACT: Funding for current fiscal year through FY 15-16 General Fund Budget and year-end FY 15-16 budget amendment as needed.

CONTACT PERSON: Douglas Smith, City Manager