



## Legislation Text

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**TO:** Mayor and City Commission

**FROM:** Samuel A. May, Interim City Manager

**DATE:** April 19, 2017

APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE BROWARD COUNTY POLICE BENEVOLENT ASSOCIATION (LIEUTENANTS AND CAPTAINS) FOR THE PERIOD FROM OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2018.

**BACKGROUND:** The following are the main proposed changes to the collective bargaining agreement between the City and the Broward County Police Benevolent Association (PBA):

1. Term of Agreement - October 1, 2015 - September 30, 2018
2. Deleting mention of captain designated as Deputy Chief
3. Sick and personal leave no longer used in the calculation of overtime as hours worked within a pay period.
4. Increase from \$900 to \$1,100 annually for clothing replacement, dry-cleaning and laundry.
5. Effective January 1, 2018, the health insurance premium rate cost under the City's current group health plan options shall be split 80% paid by the City and 20% paid by current employee members. For retirees under age 65, the premium rate shall be split 65% paid by the City and 35% paid by the retiree. For retirees aged 65 or older, the retiree shall pay 100% of the premium rate.
6. Deleting reference to telephone and pager/beeper standby compensation.
7. Salaries: As of October 1, 2016, the salaries shall be \$113,750 for Lieutenants and \$124,090 for Captains. As of October 1, 2017, the salaries shall be \$119,954 for Lieutenants and \$129,879 for Captains.
8. Deleting option to receive vacation or holiday leave pay in advance.
9. Deleting requirement to use at least 50% of annually earned vacation leave hours upon reaching the vacation leave cap.
10. Providing for use of take home vehicle privilege to be the same as provided to the FOP.
11. Deleting reimbursement to retirees for annual physical examination.

**RECOMMENDATION:** For approval.

**FISCAL IMPACT:** Funding to be provided from existing resources within the General Fund.

**CONTACT PERSON:** Samuel A. May, City Manager