



Legislation Text

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TO: Mayor and City Commission

FROM: Samuel A. May, City Manager

DATE: November 21, 2018

RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE, FLORIDA STATE LODGE (POLICE OFFICERS AND SERGEANTS) FOR THE PERIOD FROM OCTOBER 1, 2018, THROUGH SEPTEMBER 30, 2021.

BACKGROUND:

The current collective bargaining agreement with the Fraternal Order of Police ("FOP") Florida State Lodge (Police Officers and Sergeants) expired September 30, 2018. The Margate FOP bargaining unit recently voted in favor of the proposed new collective bargaining agreement.

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

1. Existing Step Plan remains for all members hired prior to October 1, 2018. The 10-year Step Plan will be eliminated October 1, 2028.
2. Establishes new 15-year Step Plan for members hired on or after October 1, 2018.
3. Wages - 2% COLA plus step increase for fiscal years 2019, 2020, and 2021.
4. Cell phone stipend of \$25/month for all members currently not receiving one. Existing positions receiving stipend will remain at \$45/month.
5. Special Assignment Pay - Add positions of PIO, IA, and Grants for eligibility (\$1,500/year).
6. Special Assignment Pay - (Detective) increased by \$300/year.
7. Shift Preferences - one time a year shift changes based on seniority, rather than twice per year.

RECOMMENDATION: For approval.

FISCAL IMPACT: Within Budgeted Funds.

CONTACT PERSON: Samuel A. May, City Manager