



# City of Pensacola

222 West Main Street  
Pensacola, FL 32502

## Memorandum

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**File #:** 18-00258

City Council

9/13/2018

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### **LEGISLATIVE ACTION ITEM**

**SPONSOR:** Ashton J. Hayward, III, Mayor

**SUBJECT:**

FLORIDA STATE FRATERNAL ORDER OF POLICE, INC. (FOP) POLICE OFFICERS TENTATIVE COLLECTIVE BARGAINING AGREEMENT

**RECOMMENDATION:**

That City Council ratify the Tentative Collective Bargaining Agreement between the City of Pensacola and the Florida State Fraternal Order of Police, Inc. (FOP) Police Officers Unit.

**HEARING REQUIRED:** No Hearing Required

**SUMMARY:**

Contract negotiations began earlier this year between the City and the Fraternal Order of Police which represents the City's Police Officer and sworn Crime Scene Analyst employees. The results of these negotiations are contained in the attached Tentative Collective Bargaining Agreement. A vote is planned to occur prior to the September 2018 City Council Meeting. The final step in the adoption of the agreement is the ratification by City Council.

The significant terms of the proposed agreement are to provide the following pay increases to the members of the collective bargaining unit:

Beginning October 1, 2018 all entry level Police Officers and sworn Crime Scene Analyst IIs will be hired at the newly established minimum annual base pay of \$37,502.40.

**Year One - FY 2019:** (beginning October 1, 2018) All currently employed bargaining unit members will receive a Ten Percent (10%) adjustment to base pay up to the maximum cap of their assigned pay grade. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 10% pay adjustment exceeding the maximum cap as a one-time bonus.

**Year Two - FY 2020:** (beginning October 1, 2019) All currently employed bargaining unit members will receive a 4% adjustment to base pay up to the maximum cap of their assigned pay grade. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 4% pay adjustment exceeding the maximum cap as a one-time bonus.

**Year Three - FY 2021:** (beginning October 1, 2020) All currently employed bargaining unit members will receive a 4% adjustment to base pay up to the maximum cap of their assigned pay grade. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 4% pay adjustment exceeding the maximum cap as a one-time bonus.

Additional consideration is also provided in the contract to allow for a \$10,000 increase (\$30,000 Maximum Allowance per year for all FOP units combined) in tuition reimbursement benefits.

The City also will begin to randomly drug and alcohol test sworn law enforcement officers beginning October 1, 2018.

**PRIOR ACTION:**

None.

**FUNDING:**

The budgetary impact over the three years of the contract is \$2,517,100.

**FINANCIAL IMPACT:**

The additional costs associated with the adjustment for Fiscal Year 2019 have been included in the FY 2019 Proposed Budget. The additional costs for Fiscal Years 2020 and 2021 will be incorporated in their respective proposed budgets.

**CITY ATTORNEY REVIEW:** Yes

8/28/2018

**STAFF CONTACT:**

Keith Wilkins, City Administrator  
Richard Barker, Jr., Chief Financial Officer  
Edward Sisson, Chief Human Resource Officer

**ATTACHMENTS:**

- 1) Tentative Collective Bargaining Agreement

**PRESENTATION:** No