



Memorandum

File #: 18-00265

City Council

9/13/2018

LEGISLATIVE ACTION ITEM

SPONSOR: Ashton J. Hayward, III, Mayor

SUBJECT:

FLORIDA STATE FRATERNAL ORDER OF POLICE, INC. (FOP) POLICE LIEUTENANTS 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 Lieutenants 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 Lieutenant 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 adjustments to the members of the collective bargaining unit:

The maximum and pay cap for Police Lieutenant is established at and shall not exceed \$83,990.40 annually.

Year One - FY 2019: (Beginning October 1, 2018) If still actively employed as Police Lieutenant, the City will adjust the annual salaries of Lt. Erik Goss, Lt. James Reese, and Lt. Matthew Coverdale to \$80,275.73. (This amount reflects an initial adjust to the annual salary of \$77,937.60, as well as an additional pay adjustment of 3% consistent with of members of the Lieutenant unit).

Except for the three Lieutenants identified above, the remaining Lieutenants will receive a three Percent (3%) pay adjustment to base pay up to the maximum cap of \$83,990.40. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 3% pay adjustment exceeding the maximum cap as a one-time bonus.

Year Two - FY 2020: (Beginning October 1, 2019) Three Percent (3%) pay adjustment to base pay up to the maximum cap of \$83,990.40. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 3% pay adjustment exceeding the maximum cap as a one-time bonus.

Year Three - FY 2021: (Beginning October 1, 2020) Three Percent (3%) pay adjustment to base pay up to the maximum cap of \$83,990.40. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 3% 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 \$224,100.

FINANCIAL IMPACT:

The additional costs associated with the pay 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