Legislation Details (With Text)

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On agenda:	9/12/2019	**Final action:**	9/12/2019
Enactment date:		**Enactment #:**	

Title: MEMORANDA OF UNDERSTANDING FOR AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) COLLECTIVE BARGAINING AGREEMENT, THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS ("IAFF"), LOCAL 707 AND THE FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE, INC. (FOP OFFICERS, SERGEANTS AND LIEUTENANTS).

Sponsors: Grover C. Robinson, IV

Indexes:

Code sections:

Attachments: 1. Memorandum of Understanding (MOU) - AFSCME, 2. Tentative Agreement - IAFF, 3. Memorandum of Understanding (MOU) - Florida State Lodge Fraternal Order of Police, Inc. (FOP Officers, Sergeants and Lieutenants)

Date	Ver.	Action By	Action	Result
9/12/2019	1	City Council	added-on	Pass
9/12/2019	1	City Council	Approved	Pass

LEGISLATIVE ACTION ITEM

SPONSOR: Grover C. Robinson IV, Mayor

SUBJECT:

MEMORANDA OF UNDERSTANDING FOR AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) COLLECTIVE BARGAINING AGREEMENT, THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS ("IAFF"), LOCAL 707 AND THE FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE, INC. (FOP OFFICERS, SERGEANTS AND LIEUTENANTS).

RECOMMENDATION:

That City Council approve the Memoranda of Understanding between the City of Pensacola and each of the unions, to wit: the American Federation of State, County, and Municipal Employees (AFSCME), the International Association of Firefighters ("IAFF") Local 707 (subject to ratification of tentative agreement) and the Florida State Lodge Fraternal Order of Police, Inc. (FOP Officers, Sergeants and Lieutenants), pending adoption of the Fiscal Year 2020 Budget.

HEARING REQUIRED: No Hearing Required

SUMMARY:

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The City has collective bargaining agreements with the American Federation of State, County, and Municipal Employees (AFSCME), the Florida State Lodge Fraternal Order of Police, Inc. (FOP Officers, Sergeants, and Lieutenants), all of which are effective through September 30, 2021, and the International Association of Firefighters (IAFF) Local 707, which is effective through September 30, 2020.

Each collective bargaining agreement provides for a pay increase effective October 1, 2019, but only the Police Officers and Sergeants are scheduled to receive a four (4) percent pay increase effective October 1, 2019. To supplement the pay of other bargaining unit members consistent with the pay increase of four (4) percent for non-union employees, as the proposed budget for Fiscal year 2020 provides, all bargaining unit members who are not scheduled to receive a four (4) percent pay increase have been offered additional percentage increases: a one-time one-half percent increase was offered to AFSCME; a one-time one percent increase was offered to Police Lieutenants; and a one-time one percent increase was offered to IAFF. The collective bargaining agreements do not provide for merit-based pay.

As indicated in the Fiscal Year 2020 proposed budget, to increase the pay rates and incorporate merit-based pay pursuant to the City's Performance Management System for union members, negotiations had to occur. Negotiations with all unions have occurred and are complete as to additional pay increases for consistency and as to applying performance standards for purposes of merit pay for consistency with the City's Performance Management System. The Fiscal Year 2020 proposed budget includes the additional funds required for the bargaining unit members who were not scheduled to receive a four (4) percent pay increase to receive those additional funds. The Fiscal Year 2020 proposed budget also includes appropriations for a 2% performance based salary increase for all employees represented by a collective bargaining agreement.

The City of Pensacola and AFSCME have agreed to a one-time one-half (0.5) percent pay increase effective October 1, 2019 to supplement the already agreed-upon pay increase of 3.5 percent pursuant to the Collective Bargaining Agreement. The agreement, memorialized in the Memorandum of Understanding, further provides for the inclusion of AFSCME employees in the City's Performance Management System (CPMS) to establish performance-based compensation adjustments as a result of performance evaluations providing a 0%, 1% or 2% merit increase over and above the previously mentioned 4 percent increase in base pay.

The City of Pensacola and the IAFF have a Tentative Agreement to be ratified regarding a one-time one percent pay increase effective October 1, 2019 to supplement the already agreed-upon pay increase of 3.0 percent pursuant to the Collective Bargaining Agreement. The IAFF has also tentatively agreed to be included in the City's Performance Management System (CPMS) establishing performance-based compensation adjustments of 0%, 1% or 2% depending on performance evaluation ratings. Additionally, an evaluation committee has been established to collaborate with and submit to management the committee's recommendations to update and improve the evaluation tool. This Tentative Agreement requires a ten-day ratification period. Therefore, this agreement is subject to final ratification of the IAFF members. Should the members of the IAFF not ratify this Tentative Agreement, then the scheduled 3.0% pay increase for the members of the Fire Union as provided in the existing collective bargaining agreement is what will take effect on October 1, 2019. Ratification is anticipated, which will then be memorialized in a Memorandum of Understanding that has been provided to IAFF for the ratification process.

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Ratification of a Tentative Agreement between the City of Pensacola and the Florida State Lodge Fraternal Order of Police, Inc. (FOP Officers, Sergeants and Lieutenants) has occurred as memorialized in a Memorandum of Understanding. Subject to the MOU, all Police Lieutenants will receive a one-time one percent pay increase effective October 1, 2019 to supplement the already agreed-upon pay increase of 3.0 percent pursuant to the Collective Bargaining Agreement. Additionally, all FOP members would receive a 2% merit-based wage increase in addition to their already established amounts in their respective collective bargaining agreements effective October 1, 2019. The ratified agreement also provides for the implementation of the Pensacola Police Department evaluative instrument during Fiscal Year 2020 with collaboration on the content. The City will provide training on the performance metrics to the Police Department and effective October 1, 2020, the merit-based pay plan will provide increases of 0%, 1% or 2%, based on the individual performance evaluations.

PRIOR ACTION:

September 13, 2018 - City Council ratified the Tentative Collective Bargaining Agreement between the City of Pensacola and American Federation of State, County, and Municipal Employees (AFSCME) for the period beginning October 1, 2018 through September 30, 2021.

September 13, 2018 - City Council ratified the Tentative Collective Bargaining Agreement between the City of Pensacola and the Florida State Fraternal Order of Police, Inc. (FOP Officers, Sergeants and Lieutenants) for the period beginning October 1, 2018 through September 30, 2021.

August 10, 2017 - City Council ratified the proposed Pensacola Professional Firefighters International Association of Firefighters (IAFF) Local 707 Collective Bargaining Agreement for the period beginning October 1, 2017 through September 20, 2020.

FUNDING:

N/A

FINANCIAL IMPACT:

Costs associated with the additional 0.5% to 1.0% for AFSME, Fire and Police Lieutenant employees and for the up to 2% Performance Based Compensation Adjustment have been incorporated in the Fiscal Year 2020 Proposed Budget and are detailed below. The additional costs for Fiscal Year 2021 will be incorporated in the proposed budget for that fiscal year.

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Bargaining Unit	0.5% Additional	1.0% Additional	2% Performance Based Compensation	Total
AFSCME	27,300		114,300	141,600
Fire		52,700	114,700	167,400
Police Officers			135,900	135,900
Police Sergeants			34,700	34,700
Polie Lieutenants		7,900	16,300	24,200
Sub-Total Police	-	7,900	186,900	194,800
Total All	27,300	60,600	415,900	503,800

CITY ATTORNEY REVIEW: Yes

September 11, 2019

STAFF CONTACT:

Christopher Holley, City Administrator
Richard Barker, Jr., Chief Financial Officer
Roderick Powell, Interim Chief Human Resources Officer

ATTACHMENTS:

1) Memorandum of Understanding (MOU) - AFSCME
2) Tentative Agreement - IAFF
3) Memorandum of Understanding (MOU) - Florida State Lodge Fraternal Order of Police, Inc. (FOP Officers, Sergeants and Lieutenants)

PRESENTATION: No