

Memo

DT: 8/19/19 Council Agenda

TO: Members of the City Council

FR: City Manager Michael McNeese

RE: Proposed Resolution Providing For Ratification of the Collective Bargaining Agreement Between the City and the Florida State Lodge Fraternal Order of Police, Inc.

RECOMMENDATION

It is recommended that the City Council adopt the enclosed resolution, which authorizes and approves the ratification of the Collective Bargaining Agreement (the “Agreement”) between the City of Marco Island (the “City”) and the Florida State Lodge Fraternal Order of Police, Inc. (the “Union”).

AGREEMENT HIGHLIGHTS AND SUMMARY

The Agreement, which applies to the City’s police officers and sergeants, is for a 3 year term commencing October 1, 2018 and expiring September 30, 2021. The following key sections of the Agreement have been summarized for the Council’s convenience:

- **Compensation.**

(a) **Starting Pay.** The starting pay for police officers will be \$50,537, irrespective of experience. Presently, the starting pay for police officer is based on experience and ranges from \$41,612 to \$45,943.15. Starting pay for sergeants will be \$65,800, an increase from \$55,411.94 due to wage compression issues. The starting pay for a police trainee will be \$45,000. *The new starting salary amounts include the fringe benefit amount or allowance described in (e), while the former does not.*

(b) **Pay Maximums.** The police officer position will have a base pay maximum of \$81,804.17, and the sergeant position will have a base pay maximum of \$95,410.

(c) **Pay Increases.** Bargaining unit employees will continue to be eligible for pay increases pursuant to a merit-based system. During the term of the Agreement, bargaining unit employees who receive a satisfactory performance evaluation and do not exceed the base pay maximum will receive the following:

- i. Five percent (5%) increase retroactive to October 1, 2018 (two percent (2%) of which is funded by a one-year voluntary forfeiture of special skills compensation).
- ii. Five percent (5%) increase, effective October 1, 2019.
- iii. Five percent (5%) increase, effective October 1, 2020.

Bargaining unit members who receive a satisfactory performance evaluation and who are at or exceed the base pay maximum will instead receive a 5% lump sum payment, or a percentage increase in an amount less than 5% up to the base pay maximum, and the remaining percentage in a lump sum payment.

The cost to the City to fund the foregoing wage increases over the term of the Agreement is estimated to be \$ \$177K (net)

- (d) Holiday Pay. Bargaining unit employees will earn double time if required to work during one of the five (5) designated holidays, an increase from the current time and one-half holiday pay.
 - (e) Fringe Benefit. The ten percent (10%) fringe benefit allowance previously provided as a standalone benefit will be discontinued, as it has been incorporated into the base pay.
- **Leave Benefits.**
 - (a) Compensatory Time. Bargaining unit employees can accrue up to 120 hours of compensatory time, an increase from 84 hours.
 - (b) Union Leave. Bargaining unit employees may use up to 200 hours of the banked hours in the Union Time Bank for union business, an increase from 96 hours, at the discretion of the City.
 - (c) Personal Leave Time. Bargaining unit employees can accrue up additional 12 hours of personal leave time annually, however they must also use an additional 12 hours annually.
 - **Discipline and Arbitration.** For disciplinary matters submitted to arbitration, an arbitrator's inquiry will be limited to enumerated subject matter, and an arbitrator cannot substitute his/her judgment for that of the City unless it contravenes the reasonable person standard (i.e., was the discipline within the range of punishment upon which a reasonable person can agree was appropriate).

- **Pension.** Bargaining unit employees have agreed to pension benefits consistent with the provisions of the City's Pension code, which include the following:
 - (a) Bargaining unit employees' contributions shall remain at 0.5% of pensionable compensation
 - (b) In accordance with statutory law, the parties have mutually agreed to fund a share plan using 50% of the annual Chapter 185 premium tax revenues in excess of the frozen amount (i.e., \$137,352.30), with the remaining 50% to be used to offset the City's required contribution to the police pension plan.