



City of Coral Gables
CITY COMMISSION MEETING
February 28, 2017

ITEM TITLE:

A Resolution of the City Commission of Coral Gables, Florida, with attachments, ratifying the collective bargaining agreement between the City of Coral Gables and the Fraternal Order of Police, Coral Gables Lodge Number 7, for the period of October 1, 2016 through September 30, 2019.

DEPARTMENT HEAD RECOMMENDATION:

Approval.

BRIEF HISTORY:

The City of Coral Gables ("City") and the Fraternal Order of Police, Coral Gables Lodge Number 7 ("FOP"), have been negotiating a successor collective bargaining agreement and have reached an agreement for the period of October 1, 2016 through September 30, 2019 (the "Agreement"). The FOP has ratified the Agreement. Upon ratification of the Agreement by the City Commission, the Agreement will reflect the following material changes:

Article 10 "Internal Investigations and Obligation to the Public"

- The City, in its sole discretion, reserves the right to determine what internal affairs records, if any, will be destroyed once the records are eligible for destruction.

Article 15 "Wages"

- Fiscal Year 2016-2017
 - 2% across the board increase retroactive to October 3, 2016;
 - Increase merit increases from 2.5% to 3% retroactive to October 3, 2016.
- Fiscal Year 2017-2018
 - Implement pay plan;
 - Employees whose increase is less than 2% upon placement into pay plan receive a lump sum payment up to 2%.
- Fiscal Year 2018-2019
 - 2.5% across the board increase;
 - Reduce number of steps in pay plan for sergeants and lieutenants from 13 to 11.

Article 17 "Vehicle and Safety Equipment"

- Eliminate fees paid by employees for take-home vehicles if employee resides in Miami-Dade and Broward counties.

Article 22 "Uniform Maintenance Allowance"

- Increase annual uniform allowance for uniformed officers from \$700 to \$800 and for non-uniformed officers from \$1000 to \$1100.

Article 31 "Annual Leave"

- Allow employees to sell twice a year (instead of once a year) accrued earned annual leave not to exceed 80 hours in one leave year.

- Provide an additional 4 hours of accrued annual leave in years 27 (192 hours), 28 (196 hours), 29 (200 hours) and 30 (204 hours).

Article 36 “Special Unit Allowances”

- Increase the special unit allowance for Field Training Officers from \$75.00 bi-weekly to a 5% increase in base pay once the new FTO program is in place (but no later than July 1, 2017).

Article 38 “Retirement System”

- Increase multiplier in year 25 from 2.5% up to 10% for a combined total multiplier not to exceed 75% (an average of 3%);
- Cap the annual retirement benefit based on the normal annuity form (life with ten-year certain) to the lesser of \$95,000 or 75% of the employee’s average final compensation. The \$95,000 cap is adjusted to \$96,900 on September 30, 2019.
- Extend DROP from 5 years to 7 years for those currently in the DROP and for those who enter the DROP during the term of the Agreement. This provision sunsets at the expiration of the Agreement, when the maximum participation in DROP will thereafter revert to a maximum of 60 months.

Article 40 “Group Health”

- Increase monthly contribution to the FOP sponsored medical insurance plan from \$665 to \$900 per employee.

Article 41 “Tuition Reimbursement and Education Incentive”

- Increase tuition reimbursement per semester from \$1,500 to \$2,000 (annual max. remains at \$6,000).

Article 46 “Retiree Health Savings Plan”

- Increase annual contribution into Post Employment Health Plan (PEHP) per employee from \$650 to \$950.
- The employee’s final contribution to the PEHP upon separation from City service when added to the employee’s account balance shall be increased to an amount not to exceed \$150,000.00.
- City shall contribute to the PEHP, the employees’ excess annual leave (accumulated excess of 300 hours of annual leave) up to 40 hours .

ATTACHMENT(S):

1. Resolution
2. Agreement Between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge Number 7