



**City of Coral Gables  
CITY COMMISSION MEETING  
August 4, 2014**

**ITEM TITLE:**

A Resolution ratifying the collective bargaining agreement with the Fraternal Order of Police Lodge Number 7 and the City of Coral Gables, for the period of October 1, 2013 through September 30, 2016.

**DEPARTMENT HEAD RECOMMENDATION:**

Approval.

**BRIEF HISTORY:**

The City of Coral Gables ("City") and the Fraternal Order of Police Lodge Number 7 ("FOP") have been negotiating a successor collective bargaining agreement since September 2013. The City and FOP have reached an agreement for the period of October 1, 2013 through September 30, 2016. The FOP has ratified the agreement on July 25, 2014. Upon ratification of the agreement by the City Commission, the collective bargaining agreement would reflect the following material changes as indicated below:

1. Article 10 (*Internal Investigations and Obligation to the Public*)

A scrivener's error will be corrected.

2. Article 14 (*Workweek, Overtime and Shift Differential*)

- a. Minimum of continuous 8 hours of work for pay in a higher classification.
- b. Annual leave to be considered hours worked for purposes of overtime, effective first full pay period after October 1, 2014.

3. Article 15 (*Wages*)

- a. Wage increase of 2.5% for members who were at maximum of the pay grade on September 11, 2012, effective 1<sup>st</sup> full pay period following date of ratification by the FOP.
- b. Wage increase of 2.5% for all bargaining unit members, effective 2<sup>nd</sup> full pay period following date of ratification by the FOP.
- c. New salary scales, effective 1<sup>st</sup> full pay period following date of ratification by FOP -- anyone below the minimum will go to the minimum of the pay scale and all those who used to be "maxed out" will have room for additional merit increases. Thereafter, new salary scales, effective first full pay period following October 1, 2015 and September 30, 2016.
- d. Wage increase of 5% or to the maximum of the pay scales, effective September 30, 2014.
- e. City may increase minimum salary for new hires by an additional 2% for a total of 5%.

f. City may require reimbursement of Academy expenses for new recruits.

4. Article 23 (Holidays)

Holidays for 2014, 2015 and 2016 added.

5. Article 29 (Employee Organization and President)

Workweek to be split between Employee Organization and Department – 3 days for the Employee Organization, 2 days for the Department, effective January 1, 2015; position to be discussed with management.

6. Article 32 (Reopening of Negotiations)

During the term of this Agreement, the Parties agree to reopen this Agreement to discuss the issues of the maximum length of DROP, the pension multiplier and merit increases at the conclusion of the City's negotiations (i.e., ratification or imposition of a new collective bargaining agreement) with any other bargaining unit after the effective date of this Agreement, in the event that any other bargaining unit's benefits on these items are better than those provided to members of the Employee Organization.

7. Article 36 (Special Unit Allowances)

- a. Include Strategic Investigations Team and provide an allowance.
- b. Individuals assigned to Technical Services Division will receive 5% special unit allowance.
- c. Individuals receiving 5% for MPO not entitled to pay for working in higher classification.

8. Article 38 (Retirement System)

- a. Employee contribution increases by 5% to a total of 10%, effective September 30, 2014.
- b. Penalty for delaying entry into DROP removed.

9. Article 40 (Group Health)

Increase to \$665.24 per employee.

10. Article 48 (Duration)

Agreement good for period October 1, 2013 through September 30, 2016.

**APPROVED BY:**

Department Director	City Attorney (If Applicable)	City Manager
		

**ATTACHMENT(S):**

- 1. Resolution
- 2. Agreement Between the City of Coral Gables and FOP Lodge Number 7