



City of Coral Gables
CITY COMMISSION MEETING
June 11, 2024

ITEM TITLE:

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, 2023 THROUGH SEPTEMBER 30, 2025.

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, 2023 through September 30, 2025 (the "Agreement"). Upon ratification of the Agreement, the Agreement will reflect the following material changes:

➤ Article 15 "Wages"

- *Fiscal Year 2024* - Implementation of an updated pay plan.
- *Fiscal Year 2025* - 3.5% pay increase. Additionally, all employees who maintain certification by the State of Florida Department Law Enforcement's Criminal Justice Training Commission will receive a 4.5% pensionable pay supplement ("FDLE Pay") going forward.
- \$3,000 non-pensionable lump sum payment, minus taxes and applicable deductions, payable on or before October 31, 2024, in exchange for the execution of an agreement that employee will repay the full lump sum payment if they leave City employment on or before September 30, 2026.

➤ Article 36 "Special Unit Allowances"

- *Fiscal Year 2025*
 - Increase the following special unit allowances from \$75 bi-weekly to \$150:
 - a. Motors, K-9, SWAT/SWAT Negotiators, Marine Patrol, Bicycle/Foot Patrol, & Underwater Search and Recovery.
 - Increase the Honor Guard special unit allowance from \$25 bi-weekly to \$50.
 - Increase the special unit allowance for secondary assignments from \$40 bi-weekly to \$80.
- *Effective upon ratification*
 - FTOs' that are assigned to a secondary unit that has a special unit allowance of 5%, will be allowed to receive the second 5% special unit allowance.

➤ Article 38 "Retirement"

- Effective the first full pay period after the ratification date, up to 300 hours of overtime hours each fiscal year will be included as pensionable earnings.

- The retirement benefit cap will be eliminated (currently, \$98,838).

➤ Article 17 “Vehicles and Safety Equipment”

- Employees will be allowed to run errands outside City limits provided that the errands are within 90 minutes of the employees’ start and end time of their shift with the City or their off-duty shift.

➤ Article 22 “Uniform Maintenance Allowance”

- Effective October 2024, the bi-annual uniform allowance shall increase by \$100.

➤ Overtime 14 “Workweek, Overtime and Shift Differential”

- Mandatory overtime on July 4th would be paid at 2.5 times (time and one-half times pay for the day worked plus an additional day’s pay at the employee’s regular rate straight-time rate of pay)

➤ Article 45 “Retiree Health Savings Plan”

- The City agrees to enter discussions with the FOP to reach an agreement to send excess sick leave accruals and final payout of sick leave (once the bargaining unit member reaches normal retirement) to a deferred compensation plan other than PEHP after the member’s PEHP account reaches \$200,000.

➤ Article 40 “Group Health”

- Effective the month following ratification, for each employee with employee-only coverage through the Union’s insurance plan, the City would contribute a monthly amount equal to the full cost of the City’s least expensive individual HMO coverage that it offers its general employees.
- For each employee with dependent coverage through the Union’s insurance plan, the City would contribute per month an amount equal to fifty percent (50%) of the cost for dependent coverage for the City’s least expensive individual HMO coverage that it offers its general employees up to an amount not to exceed \$284.33 per month for Employee and Spouse, \$220.28 per month for Employee and Child(ren), and \$404.23 per month for Employee and Family.

FINANCIAL INFORMATION:

No.	Amount	Account No.	Source of Funds
1.	\$2,500,000	Various	General Fund
Total:	\$2,500,000		
Fiscal Impact: The amount reflected herein is the approximate fiscal impact for fiscal year 2024.			

ATTACHMENT(S):

1. Resolution
2. 2023-2025 Agreement Between the City of Coral Gables and Fraternal Order of Police, Lodge #7 (Clean Version)
3. 2023-2025 Agreement Between the City of Coral Gables and Fraternal Order of Police, Lodge #7 (Red-Line Version)