



City of Coral Gables
CITY COMMISSION MEETING
April 14, 2026

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, 2025 THROUGH SEPTEMBER 30, 2026.

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, 2025, through September 30, 2026 (the “Agreement”). Upon ratification of the Agreement, the Agreement will reflect the following material changes:

- Article 15 “Wages”
 - *Fiscal Year 2025 – 3.5% pay increase (retroactive to October 6, 2025)*

- Article 23 “Holidays”
 - *Effective upon ratification*
 - September 11 to be added to the list of City holidays (already observed)
 - Employees receive 2.5 times pay for hours worked on July 4th

- Article 36 “Special Unit Allowances”
 - Employees actively serving as FTO/FTS/FTL will receive a total 10% increase to base pay (currently 5%, so this provides an additional 5%)
 - This additional 5% will be paid retroactive to October 6, 2025, for all hours worked as an active FTO/FTS/FTL
 - Employees certified as FTO/FTS/FTL but not actively training, and who are assigned to SED or Patrol, will receive a 5% increase to their base pay, effective upon ratification.

FINANCIAL INFORMATION:

| No. | Amount | Account No. | Source of Funds |
|---------------|-------------|-------------|-----------------|
| 1. | \$1,025,000 | Various | General Fund |
| Total: | \$1,025,000 | | |

Fiscal Impact: The amount reflected herein is the approximate fiscal impact for fiscal year 2025.



ATTACHMENT(S):

1. **Resolution**
2. **2025-2026 Agreement Between the City of Coral Gables and Fraternal Order of Police, Lodge #7 (Clean Version)**
3. **2025-2026 Agreement Between the City of Coral Gables and Fraternal Order of Police, Lodge #7 (Red-Line Version)**