



City of Coral Gables
CITY COMMISSION MEETING
July 13, 2021

ITEM TITLE:

Resolution. 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, 2020 through September 30, 2023.

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, 2020 through September 30, 2023 (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 14 “Workweek, Overtime and Shift Differential”

- Effective next shift bid after ratification:
 - Increase afternoon shift differential to 5%;
 - Increase midnight shift differential to 7%.

Article 15 “Wages”

- Fiscal Year 2019-20
 - 2% lump sum non-pensionable supplement.
- Fiscal Year 2020-21
 - 2% across the board increase.
- Fiscal Year 2021-22
 - 2% across the board increase.
- Fiscal Year 2022-23
 - 2% across the board increase; and
 - Addition of Step 14 to Pay Plan for rank of police officer.

Article 18 “Promotions”

- Incorporate terms of promotional MOU.

Article 23 “Holidays”

- Effective October 1, 2021, one (1) additional floating holiday for a total of three (3).

Article 29 “Employee Organization & President”

- FOP President to serve the Union five (5) days during the week.

Article 36 “Special Unit Allowances”

- Increase special unit allowance for Traffic Homicide from \$75.00 bi-weekly to a 5% increase in base pay.

Article 38 “Retirement System”

- The maximum participation in the DROP shall be extended to 96 months. If employees remain employed by the City during their 8th year in the DROP, they will be assigned to road patrol unless otherwise directed by the Police Chief in his sole discretion.
- Effective October 1, 2022, the maximum amount of the annual normal retirement benefit based on the normal annuity form (life with 10 year certain) payable at retirement shall be the lesser of \$98,838 or 75% of the employee’s average final compensation.
- Employees hired after the ratification date of this agreement who retired from other police agencies and are hired by the City as full-time police officers will have the option to participate in the Retirement System or a Defined Contribution Plan. Employees retired from the City’s police department who are hired as full-time police officers will only have the option to participate in the Defined Contribution Plan. If the employee participates in a Defined Contribution Plan established by the City, the City will contribute 7% of the employee’s base pay.
- The pension buy back formula for those employees hired prior to October 1, 2019, who had prior military or other public employer service, but were not eligible to purchase their prior service as of October 1, 2019 because they had not completed the requisite five (5) years of service with the City to be eligible to do so, shall be 18% of the employee’s pensionable earning during their 1st year of service multiplied by the number of years being purchased.

Article 40 “Group Health”

- Increase monthly contribution to the FOP sponsored medical insurance plan from \$900 to \$1000 per employee.

Article 46 “Retiree Health Savings Plan”

- 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 \$200,000.

ATTACHMENT(S):

- 1. Draft Resolution**
- 2. 2020-2023 Agreement Between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge Number 7 (red-line version)**
- 3. 2020-2023 Agreement Between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge Number 7 (clean copy)**