

**Changes to the Labor Agreement Between the City of Gainesville and the Fraternal Order of Police, Gator Lodge 67**  
**Effective October 1, 2019 – September 30, 2022**

These changes to the 2016 – 2019 Agreement have been reached through negotiations between the Fraternal Order of Police and the City of Gainesville, and were ratified by the Fraternal Order of Police on **September 26, 2019**. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

**Article 2 – Dues Deduction** – 2.4: Eliminated \$50 fee per payroll that was deducted for the cost of administering dues deductions.

**Article 8 – Discharge and Discipline**

- 8.11 and 8.12: Deleted paragraph that provides timeframe for completion of investigation into minor vs. major offenses. Members no longer subject to 45/90 day requirement.
- 8.13: Deleted paragraph that sets forth reasons for tolling an investigation.
- 8.14: Deleted “The Chief of Police may determine that an Internal Investigation would be compromised by notification of either an allegation of misconduct or reasons for extending an investigation. In either case, time limits identified in 8.11/8.12 shall not be applicable.”
- 8.15: Deleted “... and, when practicable, the complaint will be made under oath.”
- 8.16: Added “Any testimony that is considered for a final disposition in a sustained internal investigation must have been taken under oath.”

**Article 9 – Vacations** – Added optional Paid Time Off.

**Article 11 – Hours of Work**

- 11.2.A: Deleted “and the basic work week shall consist of four ten hour shifts (4x10).” Added “The normal workday for all employees covered by this Agreement will be a ten (10) or twelve (12) hour shift in a twenty-four (24) hour period.” Provided enabling language to transition from 12-hour shifts to 10-hour shifts (and back to 12, if necessary).
- 11.2.B: Deleted paragraph (28 day work period and 11 hour, 25 minute day).
- 11.2.C: Struck through numbering. Added 60-day notice period prior to new schedule. Defined schedule as a shift rotation that will last at least one year. Added requirement to meet and confer w/union prior to change in schedule. Provided limit to no more than nine consecutive weekends. Specified overlap days as Monday, Tuesday (except for midnight shift), Thursday or Friday.
- 11.2.D: Renumbered as 11.2.C.

**Article 12 – Sick Leave** – Added PTO option language.

**Article 14 – Premium Pay**

- 14.3: Deleted section (160 hour, 28 day basis for computing overtime). Added language providing that shift supervisors may, for Community Policing Events, require officers to adjust their schedule on hour for hour basis.

**Article 15 – Special Duty/Assignments Pay** – 15.1: Added “... Special Investigations Division (SID), Clandestine Laboratory Response Team (CLRT) members not assigned to SID,... and those assigned to the Field Training and Evaluation Program” to the list of specialty units eligible for assignments pay.

**Article 17 – Hospitalization and Life Insurance**

- Renamed “Health and Life Insurance.

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- 17.1: Provided one-time reopener language.
- 17.5: Updated Retiree Insurance Benefit to match term of agreement “~~2016-2022.~~”
- 17.5(a): Deleted “Such Retiree who entered a regular DROP before September 1, 2008, shall have the period of employment while in the regular DROP added to the years of credited service for the purposes of calculation described in this subsection (a).”
- NEW 17.5(e): Added repayment provision for retirees who retired between Oct. 1, 2016 and the date of ratification.

**Article 18 – Tuition Reimbursement** – 18.1: Deleted/added “Tuition Reimbursement shall be administered in accordance with City of Gainesville HR Policy B-1, which was revised on ~~10/4/12~~ 04/03/14, and HR Procedure B-1, which was revised on 05/15/14.”

**Article 19 – Miscellaneous Employee Benefits**

- 19.1: Updated allowances to match term of agreement (~~2016-2019~~). **[Note – Allowances to be paid retroactively for FY 17 and FY 18. Employees eligible for all allowances they would have been paid as members of the bargaining unit]**

	Oct. 2016	1 <sup>st</sup> Qtr. of FY	April 2017	Oct. 2017	1 <sup>st</sup> Qtr. of FY	April 2018
Dry cleaning	\$275		\$275	\$275		\$275
Leather		\$100			\$100	
Clothing*			\$575			\$575

\*Clothing paid only to personnel assigned to plain clothes

- 19.6.A: Added “Only leave that may be applied to pension service credit or included as ‘*earnings*,’ as defined in the Consolidated Police Officer and Firefighters Retirement plan, may be donated.”
- 19.6.C: Added “Should an employee return to work prior to exhausting all donated hours, unused hours shall be returned to the donors, except when the employee is returned to duty on a reduced leave schedule basis, i.e., X number of hours per day or X number of days per week, or on an intermittent leave basis, so long as the leave is taken in connection with the original qualifying circumstance.”
- Added Chief discretion to authorize take-home vehicles outside Alachua County.

**Article 21 – Leave of Absence** – Added Paid Parental Leave.

**Article 23 – Job Vacancy-Probation-Promotion**

- 23.1.A: Added “Whenever a list is established the following shall apply:
  1. The eligibility list shall be ranked based on the candidates’ scores, determined by the process in 23.1.A.
  2. Vacancies shall be filled by using a Rule of 10. In such cases where the number available is less than ten, vacancies shall be filled by selecting from among those available.”
- 23.1.C: Deleted “Promotional candidate selection shall be made from an alphabetical list of candidates who have passed all components of the selection process.”

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**Article 29 – Wages**

- One-time lump sum payment \$5,423 (not added to base) for employees hired on/before September 7, 2018.
- “Catch-up Raises” (proxy for FY17 to FY19) – Base rate increase by rank

Rank	Eligibility Criteria	Annualized Base Rate
Police Officer	Hired on or before September 7, 2018	\$3,060
	Hired September 8, 2018 to January 13, 2019	\$1,040
	Hired on or after January 14, 2019	N/A
Police Corporal	Promoted on or before September 7, 2018	\$3,500
	Promoted after September 7, 2018	\$3,060
Police Sergeant	Promoted on or before September 7, 2018	\$4,280
	Promoted after September 7, 2018	\$3,500

\*Any increase shall be limited by the pay range maximum and shall not conflict with an employee’s DROP agreement.

- Added language implementing the cash compensation portion of Total Rewards, base rate increases effective October of each contract year. Employees promoted during implementation of Total Rewards shall be credited with any remaining amounts (added to base) prior to computing promotional increase.
- Added merit increases effective January of each contract year.

Calendar Year	Rating Period	Eligibility	Increase to Annual Base	Effective Date of Increase
2020	Oct. 1, 2018 – Sept. 30, 2019	Overall performance score of 3.0 or higher	2%	January 13, 2020
2021	Oct. 1, 2019 – Sept. 30, 2020		2½ %	January 11, 2021
2022	Oct. 1, 2020 – Sept. 30, 2021		2½%	January 10, 2022

- 29.3.E: Deleted entire paragraph. Language is already in pension ordinance (Sec. 2-600(k)(4)).
- NEW 29.7: Added “In the event an employee is subject to an income deduction order, the City shall charge the employee an administrative fee, or fees, in accordance with limits established by law.”

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**Article 34 – Billable Services**

- 34.2.: Eliminated variable rate; added standard 1½ time rate of pay for all billable services hours.

**Article 35 – Paid Time Off –**

- Added Paid Time Off leave system.
- Optional transition to PTO for current members.
- Mandatory transition to PTO for those entering the DROP on/after January 1, 2020.

**Exhibit II** – Deleted entire table titled “Base Rate Increase and One Time Payment.”