



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Double-Time Overtime

FOP POSITION

14.4 FOP proposed overtime be paid at double-time if it is scheduled with less than one-week notice to the employee.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Double-Time Overtime

CITY POSITION

**The City opposed FOP's
proposed change.**



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Double-Time Overtime

**The Special Magistrate
Recommended AGAINST
FOP's proposed change.**



GATOR LODGE #67 - FOP

ARTICLE 14 - Premium Pay

14.7 - Out of Class Pay

FOP POSITION

14.7 Currently Corporals must work out of class as a Sergeant for at least 40 consecutive hours and Sergeants must work a full shift as a Lieutenant before either receives out-of-class incentive pay for the added responsibility.



GATOR LODGE #67 - FOP

ARTICLE 14 - Premium Pay

14.7 - Out of Class Pay

FOP POSITION

FOP proposed out-of-class incentive be paid if the Corporal works a full shift in place of the Sergeant and Sergeants receive out-of-class incentive for any amount of time they serve as the Lieutenant.



GATOR LODGE #67 - FOP

ARTICLE 14 - Premium Pay 14.7 - Out of Class Pay

CITY POSITION

**The City opposed FOP's
proposed change.**



GATOR LODGE #67 - FOP

ARTICLE 14 - Premium Pay 14.7 - Out of Class Pay

**The Special Magistrate
Recommended AGAINST
FOP's proposed change.**



GATOR LODGE #67 - FOP

ARTICLE 19

Miscellaneous Employee Benefits

CITY POSITION

The City wants to withhold dry-cleaning, clothing and leather allowances for the first two years of the agreement....

No retro-active payment of these incentives.



GATOR LODGE #67 - FOP

ARTICLE 19

Miscellaneous Employee Benefits

FOP POSITION

FOP Opposes the withholding of these allowances.

The City's proposal is a salary cut for Officers.



GATOR LODGE #67 - FOP

ARTICLE 19

Miscellaneous Employee Benefits

**The Special Magistrate
Recommended AGAINST the
City's proposal to withhold the
allowances.**



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

CITY POSITION

**The City proposes flat rate
calendar year raises as
follows:**



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

CITY POSITION

2017

\$ 800.00 one-time non-pensionable
lump sum to each employee.

No increase to the base hourly rate of pay.



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

CITY POSITION

2018

Flat rate raises:

\$ 2020 Officer

\$ 2310 Corporal

\$ 2825 Sergeant

regardless of years of service.



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

CITY POSITION

2019

Flat rate raises:

\$ 1040 Officer

\$ 1190 Corporal

\$ 1455 Sergeant

regardless of years of service.



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

FOP POSITION

Implementation of a Step Plan

17 steps with initial slotting effective October 2016 based on years of service.



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

FOP POSITION

Step Plan

Average 2016 slotting increase

Officers = \$5021

Corporals = \$6366

Sergeants= \$5361



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

FOP POSITION

Step Plan

2017 & 2018

Steps only in the second and third year.



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

FOP POSITION

2017 & 2018

Step Plan

Steps Equal 2.3% of the current midpoint or

\$1223.46 per step Officers

\$ 1349.92 per step Corporals

\$ 1473.89 per step Sergeants



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

FOP POSITION

**No other wage increases
from
2016-2019**



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

COST OF FOP PROPOSAL

Fiscal Year 2016-2017 = \$ 737,172 + \$ 89,714 =
\$ 826,886

Fiscal Year 2017-2018 = \$ 268,735 + \$ 32,705=
\$ 301,440

Fiscal Year 2018-2019 = \$ 270,097 + \$ 32,871
\$ 302,968



GATOR LODGE #67 - FOP

Comparison of FOP v City Pay Proposals

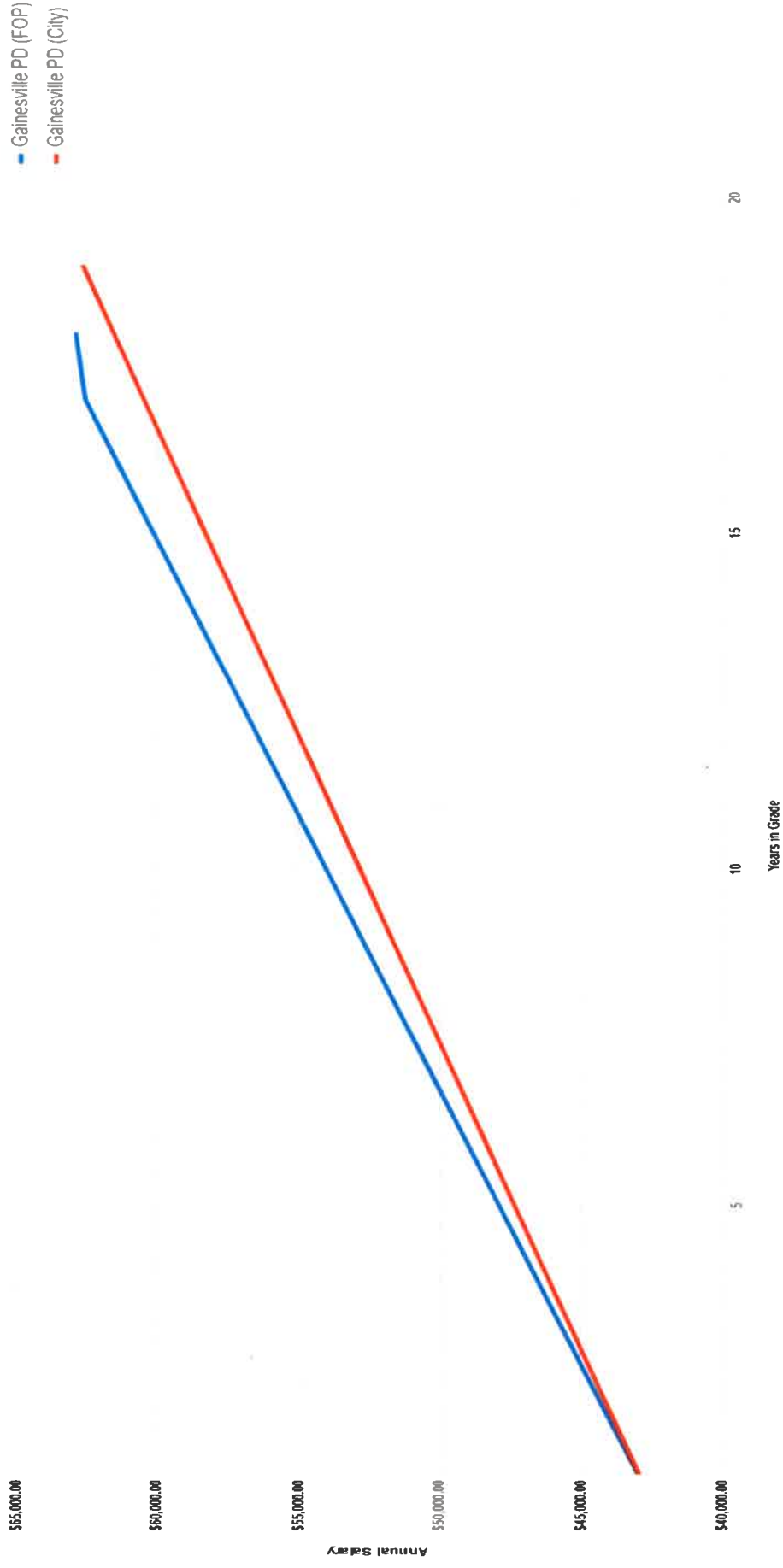


GATOR LODGE #67 - FOP

FOP WAGE PROPOSAL

STEP	OFC	CPL	SGT
1	\$42,987.57	\$47,706.36	\$51,509.11
2	\$44,211.10	\$49,056.30	\$52,982.90
3	\$45,434.63	\$50,406.24	\$54,456.69
4	\$46,658.16	\$51,756.17	\$55,930.48
5	\$47,881.69	\$53,106.11	\$57,404.27
6	\$49,105.22	\$54,456.05	\$58,878.06
7	\$50,328.74	\$55,805.99	\$60,351.86
8	\$51,552.27	\$57,155.93	\$61,825.65
9	\$52,775.80	\$58,505.87	\$63,299.44
10	\$53,999.33	\$59,855.80	\$64,773.23
11	\$55,222.86	\$61,205.74	\$66,247.02
12	\$56,446.39	\$62,555.68	\$67,720.81
13	\$57,669.92	\$63,905.62	\$69,194.60
14	\$58,893.45	\$65,255.56	\$70,668.39
15	\$60,116.98	\$66,605.50	\$72,142.18
16	\$61,340.51	\$67,955.44	\$73,615.97
17	\$62,564.04	\$69,305.37	\$75,089.76
18	\$63,787.57	\$70,655.31	\$76,563.55

FOP vs City Officer salary





GATOR LODGE #67 - FOP

History of GPD Pay Raises

17-18	Impasse ?	
16-17	Impasse ?	
15-16	varied to resolve compression issue	
14-15	0	
13-14	0	
12-13	\$1020 Officer / \$1190 Corporal / \$1320 Sergeant	
11-12	\$1000 Officer / \$1170 Corporal / \$1300 Sergeant	
10-11	0	



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

Section 29.2 Educational Stipend

FOP POSITION

FOP proposed the introduction of an annual Educational Stipend as follows:

- Bachelor's Degree = \$1,000**
- Master's Degree = \$ 1,400**



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

Section 29.2 Educational Stipend

CITY POSITION

**The City opposed the
introduction of an
educational stipend.**



GATOR LODGE #67 - FOP

ARTICLE 29 - WAGES

Section 29.2 Educational Stipend

**The Special Magistrate
Recommended AGAINST
the FOP proposal**



GATOR LODGE #67 - FOP

3 YEAR COST DIFFERENCE

The LOADED 3-year cost difference
between the FOP wage proposal and the
City wage proposal
(Including the FOP's proposed Educational Stipend)=

\$ 466,343

\$ 155,448 per year