



Impasse Resolution Public Hearing

Before
City Commission
City of Gainesville

2018

GATOR LODGE # 67
FRATERNAL ORDER OF POLICE



Section 447.403(4)(c), Florida Statutes

**“The legislative body...shall
forthwith conduct a public
hearing at which time the parties
shall be required to explain their
positions”**



Section 447.403(4)(d), Florida Statutes
“Thereafter, the legislative body shall take
such action as it deems to be in the public
interest, including the interest
of the public employees
involved, to resolve all disputed
impasse issues;...”



GATOR LODGE #67 - FOP

Section 447.405, Florida Statutes Factors To Be Considered in the Resolution of Impasse

- 1. Comparison with Similar Employees, Doing Similar Work, In The Local Operating Area.**



**Section 447.405, Florida Statutes
Factors To Be Considered
in the Resolution of Impasse**

**2. Comparison with Similar
Employees Working In Similar
Governmental Units Within The
State.**



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**Section 447.405, Florida Statutes
Factors To Be Considered
in the Resolution of Impasse**

3. Interest and Welfare of the Public



**Section 447.405, Florida Statutes
Factors To Be Considered
in the Resolution of Impasse**

**4. Comparison of
Peculiarities of
Employment.....**



Section 447.405, Florida Statutes
Factors To Be Considered
in the Resolution of Impasse

5. Availability of Funds



GATOR LODGE #67 - FOP

Bargaining History

Negotiations for the 2013-2016 Bargaining Agreement Took So Long To Complete, the Agreement Was Not Ratified Until August 2016, Just ONE MONTH before it expired!

That 2013-2016 Bargaining Agreement Expired September 30, 2016



GATOR LODGE #67 - FOP

Bargaining History

**Negotiations to Replace The 2013-2016 Agreement
Began November 2016after it was already expired.**

**After 13 Bargaining Sessions, Impasse Was Declared
May 15, 2017**

**Special Magistrate Hearing Was Conducted October 24,
2017**



Bargaining History

The Potential term of the Agreement To Be Resolved
Tonight Is October 1, 2016 through September 30,
2019..... Meaning.....

The First Two Years of THIS Agreement will be behind us
before the Agreement is resolved. Meaning.....

Negotiations for the NEXT Agreement will begin in
Spring 2019.



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Bargaining History

**The City and FOP will
have been in Perpetual
Bargaining for 6+ years....**



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

Section 447.405, Florida Statutes
Factors To Be Considered
in the Resolution of Impasse

Interest and Welfare
of the Public



Workload & Staffing

POLICE ANNUAL 911 CALLS FOR SERVICE

	2014	2015	2016	2017
	121,872	157,685	162,375	161,201

SOURCE: PAGE 203 – City of Gainesville CAFR – FY Ending September 30, 2017



Workload & Staffing

32% *INCREASE*
in 911 CALLS
BEING ANSWERED BY ESSENTIALLY
THE SAME NUMBER (OR FEWER)
OFFICERS

SOURCE: PAGE 201 – City of Gainesville CAFR – FY Ending September 30, 2017



Workload & Staffing

*Gainesville P.D.
continues to struggle with
attracting and retaining
qualified police officers.*



Performance Per Annual Report

	Homicide	Robbery	Sexual Battery	Burglary	Auto Theft
GPD Closure Rate	100%	46%	37.80%	25%	18.70%
National Average	61.50%	29.30%	36.20%	12.90%	13.10%

“GPD’s case closure rates remain above the national average in ALL reported categories.”

SOURCE : PAGE 7 – Gainesville Police Department – 2017 Annual Report



GATOR LODGE #67 - FOP

Section 447.405, Florida Statutes Factors To Be Considered in the Resolution of Impasse

Availability of Funds



GATOR LODGE #67 - FOP

Highlights From the City of Gainesville Most Recent CAFR

FY Ending September 30, 2017



**“Public safety expenses decreased
from the prior year...
Also, the pension expense decreased
from the prior fiscal year due to net
changes in the pension liability.....”**

CAFR p. MDA-5



City Fund Reserve Policy

“For each fiscal year, the Unassigned Fund Balance of the General Fund will be at least 10% of the Proposed General Fund Revenue Budget”

CAFR p. 33



Unassigned Fund Balance

“Is the residual classification for the General Fund and includes all amounts NOT contained in the other classifications. Unassigned amounts are technically available for ANY PURPOSE.”

CAFR p. 29



City Fund Reserve Policy

**City of Gainesville General Fund
Revenue Budget = \$ 75,197,286**

CAFR p. 6

10% = \$ 7,519,728



City Fund Reserve Policy

City of Gainesville UNASSIGNED
General Fund – Fund Balance as of
September 30, 2017

\$ 16,199,506

CAFR p. 31



GATOR LODGE #67 - FOP

City Fund Reserve Policy

This is

\$ 8,679,778

MORE Unassigned Fund Balance
than the Reserve Policy Calls For!



Public Safety Budget

In the Past 2 Years (FY 15-16 & 16-17) the City of Gainesville

Spent **\$ 1,566,139** LESS on Public Safety
(Including the Police Department) than was approved in the
budget approved by the City Commission.

FY 2015/2016 - \$ 1,314,071 UNDER BUDGET

FY 2016/2017 - \$ 252,068 UNDER BUDGET



Economic Trends

Between October 1, 2016 and
September 30, 2017

The City of Gainesville DECREASED
its Total Bonded Debt by \$ 25.9 Million
Dollars.

CAFR p. MDA 9



Economic Trends

Between October 1, 2016 and
September 30, 2017

The City of Gainesville experienced a
POSITIVE Budget Variance of over
\$ 1 Million Dollars in Personnel Expenses.

CAFR p. MDA 7



Economic Trends

The City of Gainesville negotiated and implemented pension reform and saw “pension expenses decrease significantly.”

The combined Police/Fire Pension plan is funded at **83.12%**

CAFR p. MDA 5, MDA 10, 53



Economic Trends

In the City of Gainesville

- Population
- Personal Income
- Per Capita Personal Income

Are ALL at their highest levels in 10 years.

CAFR p. 199