



Legislation Details (With Text)

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Title: Ratification of Agreement Between the Fraternal Order of Police (FOP) Gator Lodge 67, Inc. Bargaining Unit and the City of Gainesville for October 1, 2019 through September 30, 2022 (B)

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Attachments: 1. 190425A_Summary of Changes to FOP Agreement (2019-2022)_20191003.pdf, 2. 190425B_T.A. - FOP Contract 2019-2022 (Final) CLEAN_20191003.pdf, 3. 190425C_T.A. - FOP Contract 2019-2022 (Final)_STRIKETHROUGH_20191003.pdf

Date	Ver.	Action By	Action	Result
10/3/2019	1	City Commission	Approved as Recommended	Pass

Ratification of Agreement Between the Fraternal Order of Police (FOP) Gator Lodge 67, Inc. Bargaining Unit and the City of Gainesville for October 1, 2019 through September 30, 2022 (B)

This Agreement has been reached through negotiations between the Fraternal Order of Police Gator Lodge 67, Inc. and the City of Gainesville, and was ratified by the Fraternal Order of Police Gator Lodge 67, Inc. Bargaining Unit on September 26, 2019. This Agreement extends the current Collective Bargaining Agreement through September 30, 2022.

A number of changes to the 2016-2019 contract were negotiated. Where necessary, dates, policy references, and article reference numbers changed throughout the Agreement. In addition, several substantive changes were agreed to, including the following:

Article 11 - Hours of Work: The parties agreed to continue 12-hour Patrol shifts, with a transition to 10-hour shifts once staffing is sufficient to support such a schedule.

Article 18 - Tuition Reimbursement: Increased book stipend and instituted repayment provision.

Article 19 - Miscellaneous Employee Benefits: Reinstating the Dry Cleaning, Clothing and Leather allowances, for the duration of the Agreement. In addition, the parties agreed to retroactive allowances for that which would've been paid in FY17 and FY18. The total cost of payments for retroactive allowances will be \$255,000; and the cost of payments for allowances in FY20 will be \$155,000.

Article 23 - Job Vacancy-Probation-Promotion: Instituting ranking of candidates based on score, and filling of vacancies based on Rule of 10 (selection from the top 10 scores).

Article 29 - Wages:

1. One-time lump sum payment of \$5,423 for all members hired on/before September 7, 2018. There are 196 such members. The total associated with this one-time payment is \$1,063,000.
2. 'Catch-up Raises' for what would have been provided from FY17-FY19.
3. Implementation of cash compensation portion of Total Rewards study.
4. Instituting income deduction fee for court ordered deductions.

5. The total annualized cost associated with base rate increases in FY 20 will be \$1,301,000.
6. Payments under the Wages article are separate from payments as allowances under Article 19 - Miscellaneous Employee Benefits.

A copy of the Agreement is on file in the office of the Clerk of Commission. After October 3, 2019, the Agreement will be on file in the Human Resources Department.

The FY20 cost of the contract is \$2,774,000 inclusive of the one-time payments and recurring base rate increases. Of this \$1,301,000 is budgeted in the FY20 General Fund budget and \$1,439,000 was assigned in the FY19 General Fund budget and will be re-appropriated from Fund Balance for the purpose of funding the one-time payment and past allowances.

The City Commission ratify the Agreement between the City of Gainesville and the Fraternal Order of Police Gator Lodge 67, Inc., extending the Agreement through September 30, 2022; and that the Commission authorize the appropriation of \$1,439,000 from General Fund fund balance.