


MEMORANDUM

The City of Daytona Beach

MEMO TO: James V. Chisholm, City Manager
FROM: James A. Sexton, Human Resources Director 
DATE: August 25, 2017
RE: COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION (CFPBA) –
COLLECTIVE BARGAINING AGREEMENT – 10/1/2017 – 9/30/2019 - Police
Officers and Sergeants Unit

Subject to the approval by the City Commission, the City's negotiating team and Coastal Florida Police Benevolent Association (which represents Police Officers and Sergeants) have agreed to a collective bargaining agreement effective from October 1, 2017 through September 30, 2019.

In summary, revisions to the collective bargaining agreement are as follows:

Article 29 – Personal Leave

Effective October 1, 2017, bargaining unit employees will be able to cash-out an additional 20 or 40 hours of leave.

Article 30 – Wages

There shall be a wage increase for Fiscal Year 2017-2018 and Fiscal Year 2018-2019 as follows:

- October 1, 2017 – 2% across the board. The minimum of each range shall increase 2%. The maximum will not increase. Employees at the maximum will not receive a lump sum payment.
- April 1, 2018 – 2% increase for all active employees. The minimum and maximum of each range will not increase. Employees at the maximum range will not receive a lump sum payment.
- October 7, 2018 – 2% across the board. The minimum of each range shall increase 2%. The maximum will not increase. Employees at the maximum will not receive a lump sum payment.
- April 7, 2019 – 2% increase for all active employees. Minimum and maximum of each range will not increase. Employees at the maximum range will not receive a lump sum payment.

Article 31 – Special Assignment Pay

- Motorcycle Officers - Effective the first payroll period after October 1, 2017, employees assigned as Motorcycle Officers in the Traffic Unit shall receive a 5% increase to their base hourly rate for the period of time during which they are assigned to such positions.
- Effective October 1, 2017, Patrol officers assigned as a School Resource Officer (SRO) shall receive a 5% increase to their base hourly rate for the period of time during which they are assigned as a SRO.

Article 36 – Duration

- Two-year agreement – Expires September 30, 2019

Pension Provisions

- The Coastal Florida PBA agreed to allow the City to offset its pension contribution by the amount of Chapter 185 money received prior to September 1, 2019.
- The parties agree to amend the definition of Accumulated Contributions to reduce the amount of interest accrued on member contributions from 6% to 1%.

The City received official notification from the Coastal Florida PBA stating that the union members ratified the collective bargaining agreement.

Funding for increases in FY2017/2018 will be established in the current budgeting process. Please place this on the September 20, 2017 Commission agenda for City Commission ratification.

Attachments:

TA'd Agreement - Legislative Version
Collective Bargaining Agreement