


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: Florida State Lodge Fraternal Order of Police (FOP) – COLLECTIVE BARGAINING AGREEMENT – 10/1/2017 – 9/30/2019 – Lieutenant’s Unit

Subject to approval by the City Commission, the City’s negotiating team and the Florida State Lodge Fraternal Order of Police (FOP), which represents Lieutenants, 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 26 – Personal Leave

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

Article 27 – 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 28 – Special Assignment Pay

- The Lieutenant assigned to either the Support Resources Administration Division, Criminal Investigations Unit or the Office of Professional Standards shall receive a 5% increase for the period of time during which they are assigned to such positions.

Article 30 – Duration

- Two-year agreement – Expires September 30, 2019

Pension Provisions

- The FOP 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 FOP 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