



## Legislation Details (With Text)

**File #:** ID#19-5859    **Version:** 1    **Name:** Approve collective bargaining agreement for FOP Supervisors for Fiscal Years 2018/19, 2019/20, 2020/21

**Type:** Action Item    **Status:** Passed

**File created:** 3/1/2019    **In control:** Human Resources

**On agenda:** 3/21/2019    **Final action:** 3/21/2019

**Title:** Approve the collective bargaining agreement as negotiated between the City of Clearwater and Fraternal Order of Police (FOP), Clearwater Supervisors Bargaining Unit for Fiscal Years 2018/19, 2019/2020, and 2020/2021 and authorize the appropriate official to execute same.

### Sponsors:

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### Code sections:

**Attachments:** 1. FOP Supv CBA 2018-2021 Final.pdf

| Date      | Ver. | Action By    | Action | Result |
|-----------|------|--------------|--------|--------|
| 3/21/2019 | 1    | City Council |        |        |

### SUBJECT/RECOMMENDATION:

Approve the collective bargaining agreement as negotiated between the City of Clearwater and Fraternal Order of Police (FOP), Clearwater Supervisors Bargaining Unit for Fiscal Years 2018/19, 2019/2020, and 2020/2021 and authorize the appropriate official to execute same.

### SUMMARY:

The current collective bargaining agreement between the City of Clearwater and FOP Supervisors bargaining unit expired on September 30, 2018. The parties reached a tentative agreement for a new contract which was ratified by the membership.

The agreement is a three-year agreement providing for a 3% general wage increase (GWI) for all classifications in the first year effective the first pay period after ratification by the Council. It also provides a step pay increase of 4% and provides for all pay ranges to be adjusted by 3% in the first year. In the second and third year of the agreement, it provides for a 3% general wage increase plus a step pay increase of 4% and a 3% pay range adjustment for all classifications. It also provides for 5% job assignment pay for Sergeants assigned to Canine Unit in lieu of the \$40 per payroll period. It also removes the 5% assignment pay for Lt's and instead has been added into the base salary - this is cost neutral to the City.

### APPROPRIATION CODE AND AMOUNT:

A cumulative value of this agreement over the three-year term is \$612,736. The cost associated with the implementation of this agreement by fiscal year is anticipated to be approximately as follows:

FY 2018/19    \$226,390

FY 2019/20    \$203,114 (cumulative total of \$429,504 for FY2019/20)

FY 2020/21    \$183,232 (cumulative total of \$612,736 for FY2020/21)

Future budgets will include the contract costs in the proposed budget.

**USE OF RESERVE FUNDS:**

Funding for the first year of this agreement will be provided by a mid-year budget amendment allocating General Fund reserves in the amount of \$226,390. Inclusive of this item if approved, a net total of \$1,146,850 of General Fund reserves has been appropriated by Council to fund expenditures in the 2018/19 operating budget. The remaining balance in General Fund reserves after the 8.5% reserve is approximately \$8.5 million, or 5.7% of the current General Fund operating budget.