



TO: Jim Scholl, City Manager  
Greg Veliz, Assistant City Manager

FROM: Samantha Farist, Human Resources Director

DATE: September 25, 2017

RE: Dade County Police Benevolent Association/Key West Chapter  
Collective Bargaining Agreement

### **EXECUTIVE SUMMARY**

#### **ACTION ITEM**

Approve the three (3) year collective bargaining agreement for the period October 1, 2017 through September 30, 2020, as negotiated between the City of Key West and the PBA and ratified by the PBA members on July 25, 2017.

#### **BACKGROUND**

The most recent PBA collective bargaining agreement expires on September 30, 2017. The City's management negotiation team and the PBA negotiation team met on numerous occasions to reach an agreement on contract terms and conditions.

The City and the PBA reached a tentative collective bargaining agreement in June for the three (3) year period October 1, 2017 through September 30, 2020. The PBA membership ratified the agreement on July 25, 2017.

A summary of the changes to the agreement are as follows:

**Article 5 – Vehicles and Equipment**

B.4. Striking the words “negligence or”.

B.6. The City agrees to replace “prescription glasses, contact lenses or wristwatch” with “personal property”.

**Article 9 – Hours of Work and Overtime**

6. The City agrees to add revise job-related subpoena language.

**Article 12 – Financial - Wages**

The City will implement the new Step Pay Plan, Attachment A.

**Article 13 – Assignment Pay**

The City agrees to add SRT officer to current assignment pay plan and delete Crime Prevention Officer.

**Article 14 – Pay Allowances**

Deleting Crime Prevention or School Resource Officers and adding Educational Incentives for a Bachelor's and Master's degree at 2% of base, each degree.

**Article 23 – Annual or Vacation Leave**

Adjusting annual accrual rates to allow for 12-hour work days.

**Article 24 – Sick Leave**

Adjusting sick leave accrual rates to allow for 12-hour work days.

**Article 30 – Grievance Procedure**

Streamlining grievance procedures/process.

**Article 32 – Association Business**

Revising association members' functions and striking items 2 and 3.

**Appendix B – Drug Free Work Place Policy**

Revised to expand testing panel from a 10 to a 15 panel test and recognizing "abuse of prescribed drugs".

**Appendix D – Grievance Form**

Revisions to the Grievance form to incorporate changes to Article 30.

**RECOMMENDATION**

The City's negotiating team recommends City Commission approval of the collective bargaining agreement as negotiated and ratified by the PBA.



THE VOICE OF LAW ENFORCEMENT

**DADE COUNTY POLICE BENEVOLENT ASSOCIATION, INC.**

*Sent via E-mail: [jscholl@cityofkeywest-fl.gov](mailto:jscholl@cityofkeywest-fl.gov) and regular U.S. mail.*

**July 27, 2017**

**Mr. James Scholl, City Manager  
City of Key West  
1300 White Street  
Key West, FL 33040**

**RE: Ratification of the City of Key West Police Department  
Collective Bargaining Agreement**

**Dear Mr. Scholl:**

**Please be advised that on July 25, 2017, the collective bargaining unit of the City of Key West Police Department ratified the negotiated changes to the 2017-2020 Collective Bargaining Agreement.**

**If you have any questions please do not hesitate to contact me at (305) 593-0044.**

**Sincerely,**

**Andrew M. Axelrad  
General Counsel**

**AMA:at**

**cc: Shawn Smith, Esq.**