



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

FROM: Samantha Farist, Human Resources Director

DATE: June 8, 2015

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, 2014 through September 30, 2017, as negotiated between the City of Key West and the PBA and ratified by the PBA members on May 22, 2015.

### **BACKGROUND**

The most recent PBA collective bargaining agreement expired on September 30, 2014. The City's management negotiation team and the PBA negotiation team met on numerous occasions since that time to reach an agreement on contract terms and conditions.

The City and the PBA reached a tentative collective bargaining agreement in May for the three (3) year period October 1, 2014 through September 30, 2017. The PBA membership ratified the agreement on May 22, 2015.

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

**Article 5 – Vehicles and Equipment**

B.1.c. The City agrees to supply 1 pair of work shoes/boots and upon request, 1 pair of dress shoes.

B.1.i. The City agrees to replace 1 nightstick and holder with an expandable baton and holder.

B.1.q. The City agrees to supply an Officer with a level 2A vest upon request with a waiver.

C.1. The City agrees to provide a paper/hard copy, by request of the officer, of State Statutes and/or City Ordinance in addition to an electronic copy.

**Article 7 – Departmental Operations**

C.1. The City agrees to incorporate the 2004 MOU regarding “O” days into the formal contract.

C.6. The City agrees to increase time paid for job-related subpoenas, court appearances or intake hearings on off-duty time from 2 to 3 hours.

**Article 9 – Financial**

A.1.a. The City will implement the new Step Pay Plan (Attachment A) attached.

B.4. The City agrees to include the rate of pay for hours that a midnight shift officer is paid to respond to off-duty job related subpoenas, court appearances or intake hearings.

F.1. The City agrees to increase longevity pay years 11 through 15 from \$1,500.00 to \$2,000.00 on and after 10/1/2016 and increase longevity pay years 16 and over from \$2,500.00 to \$3,000.00 on and after 10/1/2016.

**Article 10 – Performance Evaluation and Appeal**

A.11. The City agrees “If the rater and reviewer cannot agree on an evaluation, their respective positions will be reduced to writing and submitted to the Police Chief or his designee who will be consulted to resolve the issue.”

**Article 11 – Insurance Protections**

D. The City agrees to add a provision, which covers an officer working at an authorized extra-duty employment detail performing a law enforcement function.

E.4. The City agrees to include a military and prior law enforcement buy-back option (up to five(5) years) to be included in the City’s Police Pension Plan at no cost to the City or the Plan.

**Article 13 – Leaves**

B. Striking a duplicate sentence.

B.10. The City agrees to allow probationary employees to use sick leave accruals after the sixth (6<sup>th</sup>) month of employment. Any time missed will be added on the end of the employee’s initial probationary period.

**Article 27 – Duration, Modification and Termination**

The City and the PBA agree upon a three (3) year agreement ending September 30, 2017.

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

Based on the recent court opinion regarding testing of job applicants, only applicants for special risk positions, mandatory-testing positions and safety sensitive position with the City will be drug tested and must pass a 10-panel drug test before he or she is hired as an employee and before completing the City’s orientation process. All members continue to be subject to testing given the nature of their positions.

**Appendix C – KWPD Performance Appraisal**

The City recognizes Appendix C as the KWPD Performance Appraisal

**RECOMMENDATION**

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