

AGENDA ITEM SUMMARY

Meeting Date:	AUGUST 21, 2019
Agenda Category:	CONSENT BUSINESS
Agenda Item Number:	10 H
Subject:	CONTRACT AMENDMENTS, FRATERNAL ORDER OF POLICE (CITY MANAGER)

Attachments:	Articles of contract with changes denoted
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Staff Contact:	City Manager Fettrow
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Background:	The Fraternal Order of Police has notified the City that the contract amendments have been approved by the Union membership. The amendments now require the approval of Council.
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Reference:	Bargaining Unit Agreements
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Suggested Action:	Approval/ratification of the contract amendments
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ARTICLE 18

WAGES

A. The City agrees to compensate members of the Bargaining Unit an annual salary within the following pay range:

Minimum: \$ ~~64,000~~ 65,920

Maximum: \$ ~~75,200~~ 80,000

B. Non-Probationary members covered by the Bargaining Unit Agreement shall receive a 3% increase of their base salary in Fiscal Year ~~2018~~2020, ~~in addition the current lowest paid member will receive an additional 1.5% to base salary.~~ ~~and a 2.75% increase of their base salary in Fiscal Year 2019. Each~~The increase shall be effective the first full pay period of the new Fiscal Year(s). The City agrees to compensate sworn personnel assigned to the Criminal Investigation Division and performing detective duties with a \$~~25.00~~45.00-per-week "assignment" incentive pay, effective the first full pay week following ratification of this agreement by both parties. This incentive will only be received while in the Criminal Investigation Division and will be rescinded should the employee transfer.

C. Pursuant to the conditions of Section 4.10 of the Personnel Policies and Procedures Manual of the City of Rockledge, longevity pay shall be given to bargaining unit employees.

D. It is agreed that any employee promoted to the rank of Lieutenant shall be granted an increase that is equal to the minimum in the range or five percent (5%) above his current base wage, whichever is greater, but in no case shall it exceed the base wage of the lowest-paid Lieutenant.

ARTICLE 41
DURATION

This agreement shall become effective on October 1, 2017 and shall remain in full force and effect until its expiration date of September 30, 2020.

During the term of this contract, articles can only be opened by mutual consent. It is understood by both parties that Article ~~13-18~~ WAGES shall be opened in year three of the contract, beginning June 1, 2019.

Ratified by the Bargaining Unit Members on September 6, 2017.

~~Amended by the Bargaining Unit Members on ()~~

Authorized by the City Council, City of Rockledge, Florida, at its meeting on September 20, 2017.

~~Amended by the City Council, City of Rockledge, Florida, at its meeting on ()~~

FOR THE CITY:

FOR THE BARGAINING UNIT:

Dr. Brenda Fettrow
City Manager

Ned Golden
Staff Representative

Thomas J. Price
Mayor

~~Donna Seyferth~~ Greg Klayman
Lieutenants Representative