

**TOWN OF GOLDEN BEACH, FLORIDA**

**RESOLUTION NO. 2375.14**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA ( "TOWN"), PROVIDING FOR RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN AND THE FLORIDA STATE LODGE, FRATERNAL ORDER OF POLICE; AUTHORIZING THE TOWN MAYOR TO SIGN THE COLLECTIVE BARGAINING AGREEMENT ON BEHALF OF THE TOWN; PROVIDING FOR IMPLEMENTATION OF THE COLLECTIVE BARGAINING AGREEMENT; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, the Town of Golden Beach ("Town") desires to ratify the Collective Bargaining Agreement ("Agreement") between the Town and the Florida State Lodge, Fraternal Order of Police ("Police Union") (a copy of the Agreement is attached hereto as Exhibit "A"); and

**WHEREAS**, the Town Council finds that ratification of the Agreement is in the best interest of the Town.

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA, AS FOLLOWS:**

**Section 1. Recitals Adopted.** The foregoing "**Whereas**" clauses are true and correct and are incorporated herein by this reference.

**Section 2. Agreement Ratification.** Ratification of the Agreement between the Town and the Police Union, in the form attached hereto as Exhibit "A," is hereby authorized and approved.

**Section 3. Execution.** The Town Mayor is hereby authorized to execute the Agreement on behalf of the Town.

**Section 4. Implementation.** That the Town Mayor and Town Manager are

authorized to take any and all action which is necessary to implement this Resolution and the Agreement.

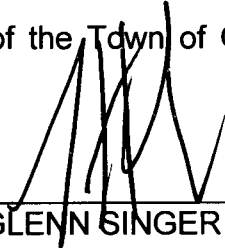
**Section 5. Effective Date.** That This Resolution shall become effective immediately upon its passage and adoption.

**Sponsored by Town Administration.**

The Motion to adopt the foregoing Resolution was offered by Vice Mayor Einstein, seconded by Councilmember Lusskin and on roll call the following vote ensued:

Mayor Glenn Singer	<u>Aye</u>
Vice Mayor Bernard Einstein	<u>Aye</u>
Councilmember Ken Bernstein	<u>Aye</u>
Councilmember Judy Lusskin	<u>Aye</u>
Councilmember Amy Isackson-Rojas	<u>Aye</u>


**PASSED AND ADOPTED** by the Town Council of the Town of Golden Beach, Florida, this 9<sup>th</sup> day of September, 2014.




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MAYOR GLENN SINGER

ATTEST:




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MICHAEL GLIDDEN FOR  
LISSETTE PEREZ  
INTERIM TOWN CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:




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STEPHEN J. HELFMAN  
TOWN ATTORNEY



# TOWN OF GOLDEN BEACH

One Golden Beach Drive  
Golden Beach, FL 33160

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## MEMORANDUM

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**Date:** September 9, 2014

Item Number:

**To:** Honorable Mayor Glenn Singer &  
Town Council Members

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**From:** Alexander Diaz,  
Town Manager

**Subject:** Resolution No. 2375.14 – Ratification of the Collective  
Bargaining Agreement Between the Town and the Florida  
State Lodge, Fraternal Order of Police

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### Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 2375.14 as presented.

### Background :

The Town's contract with the Fraternal Order of Police (FOP) expires on September 30, 2014. During the last few months, I have met with our officers and the FOP to find a middle ground for a new three year contract. In adhering to PERC rules, and holding two public negotiations sessions, and many hours of negotiations with the FOP we have agreed on the following terms:

The existing contract will remain intact with the following exceptions:

Effective October 1, 2014 employees currently at \$66,203.00 will receive an increase of \$750 to their base salary in year one bringing their salary to \$66,953.00. On October 1, 2015 those employees will receive an additional \$47 adjustment to their base salary (capping their base salary at \$67,000.00) and a one-time bonus of \$703.00. On October 1, 2016 the base salary is frozen at \$67,000.00 but those employees will receive a \$750 bonus.

Effective October 1, 2014 employees not having attained a maximum salary of \$66,203.00, or those not listed below, will be entitled to a 2.5% pay increase from their base salary. On October 1, 2015 said Police Officers will receive a 2.5% pay increase to their base pay. On October 1, 2016 said Police Officers will receive a 4.5% increase to

their base pay. During this contract any Police Officer who achieves a base pay of \$67,000.00 will be capped. Those officers will be entitled to the same benefit as Officers who are maxed out (i.e. once an officer reaches \$67,000 on October 1 of the following year they will receive the bonus).

Effective October 1, 2014 the following officers' salaries will be adjusted as follows:

Javier Diaz \$49, 125  
 Robert Ruggiero \$51,581  
 Oscar Suarez \$54,160  
 Daniel Avila \$54, 160  
 Edward Lopez \$49,125

The above-mentioned officers will not be entitled to the 2.5% pay increase in addition to this salary adjustment in Year 1 of the contract, but will receive the 2.5% pay increase in Year 2 and the 4.5% pay increase in Year 3.

For the purposes of this contract, the police officer increases will go into effect on October 1 of each year and not on the anniversary date of employment.

The Town of Golden Beach and the Fraternal Order of Police agree to meet in August of 2016 to discuss possibilities of making adjustments to both the sergeants and the officers salaries.

Throughout the life of the contract, new hires will be brought in at a base rate of pay of \$43,260 (see attached Pay Scale chart).

New Hire Pay Scale Chart

NEW HIRE	10/1/2014	10/1/2015	10/1/2016			
		2.50%	3.50%	2.50%	2.50%	4.50% (Will Add Next Increase when negotiated)
1	\$ 43,260.00					
2		\$ 44,341.50				
3			\$ 45,893.45			
4				\$ 47,040.79		
5					\$ 48,216.81	
6						\$ 50,386.56
7						*
8						*
9						*
10						*

**SALARY ADJUSTMENTS ARE MADE ON THE APPOINTMENT DATE OF NEWLY APPOINTED SERGEANTS OR AT THE ANNIVERSARY DATE OF EXISTING SERGEANTS**

Employees who are promoted to sergeant during the life of this Agreement shall be compensated at an annual rate of \$66,128.00 for their first year as sergeant, beginning on the date of their promotion and shall thereafter receive a 2.5% increase in the

subsequent year on the anniversary date of their promotion to sergeant, and 3.5% the following year on the anniversary date of their promotion to sergeant, and on October 1, 2016 receive a \$700 bonus with no salary adjustment. Any sergeant who is capped out during the life of this contract, will receive a \$500 bonus in year one, a \$700 bonus in year two, and a \$700 bonus in year three.

In the event that a newly promoted sergeant does not successfully complete his/her probationary period, he/she will fall back into their corresponding step.

**Fiscal Impact:**

In the first year, there is an increase of 2.5% across the board for all salary related costs in addition there are salary adjustments for select officers that total approximately \$16,000.