

TOWN OF GOLDEN BEACH, FLORIDA

RESOLUTION NO. 2695.20

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 Councilmember Lusskin, seconded by Councilmember Mendal, and on roll call the following vote ensued:

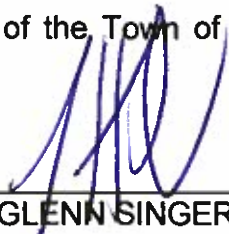
Mayor Glenn Singer	<u>Aye</u>
Vice Mayor Bernard Einstein	<u>Aye</u>
Councilmember Judy Lusskin	<u>Aye</u>
Councilmember Jaime Mendal	<u>Aye</u>
Councilmember Kenneth Bernstein	<u>Aye</u>

PASSED AND ADOPTED by the Town Council of the Town of Golden Beach, Florida, this 8th day of September, 2020.

ATTEST:

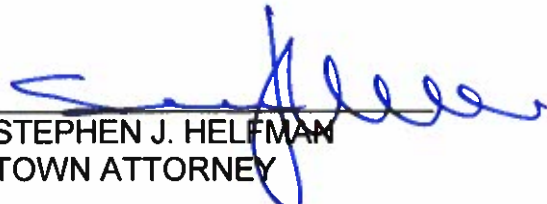


LISSETTE PEREZ
TOWN CLERK



MAYOR GLENN SINGER

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



STEPHEN J. HELFMAN
TOWN ATTORNEY



TOWN OF GOLDEN BEACH

One Golden Beach Drive
Golden Beach, FL 33160

MEMORANDUM

Date: September 8, 2020

To: Honorable Mayor Glenn Singer &
Town Council Members

From: Alexander Diaz, Town Manager *Alex B.*

Subject: **Resolution No. 2695.20 – Ratification of the Collective Bargaining Agreement Between the Town and the Florida State Lodge, Fraternal Order of Police**

Item Number:

11

Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 2695.20 as presented.

Background :

The Town's contract with the Fraternal Order of Police (FOP) expires on September 30, 2020. In light of the Global Pandemic and the unknown factors that will affect our recurring revenues, the Town and Police Union have agreed to a two-year contract.

For the most part (minor language changes), the existing contract will remain intact with the following exceptions:

Effective October 1, 2020 employees currently at top out pay will receive a 3% increase in the first year and a 2% increase in the second year; calling for our new top out salary for Police Officers to be \$76,168.00.

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

The current topped out Sergeant will get a 3% increase in the first year and a 2% increase in the second year; calling for a new top out salary for Police Sergeants of \$84,048.00.

Sergeants who have not reached \$80,000 will receive a 12% increase to their base pay until they reach \$80,000.00, then they will be afforded 3% and 2% pay adjustments in subsequent years accordingly.

Specialty Units; non-detached Detective, Marine Patrol, K-9 Unit, Motorcycle Unit will see a \$50.00 increase in specialty pay from \$125 to \$175 per month.

Detached Detectives will have receive 7% incentive pay instead of 5%.

The contract now calls for a death benefit of \$150,000 per employee and a commitment for assistance with funeral-related costs as described in the CBA.

The attached proposed contract has highlights with other changes and compensation.

Fiscal Impact:

In the first year of the contract the recurring cost increases are projected at \$57,689.00 and an additional \$41,124.00 in year number two.