



City of Venice
Administrative Services Department

Interoffice Memorandum

DATE: November 1, 2016

TO: City Council

FROM: Alan Bullock, Director of Administrative Services

THROUGH: Ed Lavallee, City Manager

SUBJECT: Proposed FOP Collective Bargaining Agreements for FY17, FY18 and FY19

The city's Police Officers are represented by the Florida State Lodge Fraternal Order of Police (FOP(O)).

The current collective bargaining agreement between the city and FOP(O) is effective October 1, 2014 through September 30, 2017. However, recent concerns regarding employee retention led to the agreement being reopened for negotiation ahead of schedule.

Terms and conditions of employment for the period commencing October 1, 2016 have been the subject of collective bargaining since September of 2016. These negotiations have now been concluded with proposed collective bargaining agreements covering the period October 1, 2016 through September 30, 2019.

The main change to the agreement is the introduction of a new performance based pay plan that allows officers to progress through various officer classes, realizing base pay increases contingent upon completion of prescribed numbers of advanced training hours.

These proposed agreement has been ratified by the FOP(O) membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.