MEMORANDUM
City of Venice
Human Resources Department

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TO: City Council

THROUGH: Edward F. Lavallee, City Manager

FROM: Alan Bullock, Director of Human Resources

DATE: September 27, 2019

COUNCIL APPROVAL: Yes   MEETING DATE:October 8, 2019

STRATEGIC PLAN GOAL: Provide Efficient, Responsive Government with High Quality Services

SUBJECT: Proposed Collective Bargaining Agreement with Fraternal Order of Police for Fiscal Years 2020, 2021 and 2022

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

The current collective bargaining agreement between the city and FOP(O) is effective October 1, 2016 through September 30, 2019.

Terms and conditions of employment for the period commencing October 1, 2019 have been the subject of collective bargaining since June of 2019. These negotiations have now been concluded with proposed collective bargaining agreement covering the period October 1, 2019 through September 30, 2022.

The proposed agreement continues the performance based pay plan introduced in 2016, that allows officers to progress through various officer classes, realizing base pay increases contingent upon completion of prescribed numbers of advanced training hours. It also raises the Police Officer pay ranges by 3.5% in each fiscal year, assuring our Police Officers of a 3.5% base pay increase in each fiscal year.

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.

Requested Action: Approve the proposed collective bargaining agreement

If for an agenda item, this document and any associated backup created by City of Venice staff has been reviewed for ADA compliance: Yes
City Attorney Review/Approved: Yes
Risk Management Review: N/A
Finance Department Review/Approved: Yes
Funds Availability (account number): Fire department funds

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