

# Memo

**DT:** June 29, 2020 Commission Agenda

**TO:** Honorable Mayor and Members of the City Commission

**FR:** Desorae Giles-Smith, Interim City Manager  
Brett J. Schneider, Esq., Labor Counsel

**RE:** Proposed Resolution Providing For Ratification of the Collective Bargaining Agreement Between the City and the Florida State Lodge, Fraternal Order of Police

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## RECOMMENDATION

It is recommended that the City Commission adopt the enclosed resolution, which authorizes and approves the ratification of the Collective Bargaining Agreement (the “Agreement”) between the City of Lauderhill (the “City”) and the Florida State Lodge, Fraternal Order of Police.

## AGREEMENT HIGHLIGHTS AND SUMMARY

The Agreement, which applies to the City’s police officers and police sergeants, and only benefits employees employed on the date of ratification, is for a one (1) year term commencing October 1, 2019 and expiring September 30, 2020. The following key sections of the Agreement have been summarized for the Commission’s convenience:

- **Wages.**
  - (a) **Step Pay Plans.** The parties agreed to amend the step pay plan for officers and sergeants. For officers, each step in the pay plan will be increased by approximately four percent (4%), as compared to salaries paid in fiscal year 2019. For sergeants, their increases were set in accordance with a recent pay study to ensure that they were paid within the top third in terms of salaries within Broward County.
  - (b) **On-call.** Employees designated as being “on-call” or on “rotational on-call” during a pay period will receive \$100 and \$50 per pay period, respectively.
  - (c) **Night differential.** Employees assigned to midnight shift for a pay period shall receive a \$75 incentive each pay period.
  - (d) **Premium Pay.** Employees in certain special assignments will receive a weekly allowance \$30 per week, which is an increase from \$20 per week.
  - (e) **Longevity Pay.** Employees with at least 10 years of service will receive a lump sum payment equal to 1% of their base salary.
- **Drug testing.** The parties have agreed to update the drug testing article in accordance with applicable standards for public safety departments.

- **Fringe Benefits.**

- (a) Clothing Allowance. Non-uniformed officers shall receive a \$600 annual allowance for the purchase of uniforms/shoes and uniformed police officers shall receive \$400 annually, an increase from the current allowances of \$550 and \$375, respectively.

- (b) Duty details. Private duty details will be completely administered by a third party, with no administrative involvement from the City, though the City will be allowed to collect an administrative fee from the third party to offset the cost of vehicle usage and worker's compensation coverage. The rate of pay for details shall be at least \$30 per hour and shall not be considered City wages for any purpose.

- **Pension.**

- (a) Stipend. Pension plan members employed by the City as of July 1, 2020 who retire from City service after the ratification date of the CBA will receive a monthly post-retirement stipend of \$25 for each year of service up to a \$600 monthly cap. The stipend will be discontinued upon the employee reaching the age of 65.

- (b) DROP Eligibility. Employees who have 15 or more years of service as of July 1, 2020 may enter the DROP at any time after reaching the age of 50.