

RESOLUTION NO. 3803

A RESOLUTION OF THE CITY OF MELBOURNE, BREVARD COUNTY, FLORIDA, AMENDING RESOLUTION NO. 3778; MAKING FINDINGS; IMPLEMENTING BUDGET ADJUSTMENT RECOMMENDATIONS; PROVIDING AN EFFECTIVE DATE; AND PROVIDING FOR ADOPTION.

WHEREAS, on September 26, 2018, the City of Melbourne adopted Resolution No. 3778 providing for adoption of the City's 2018-2019 budget; and

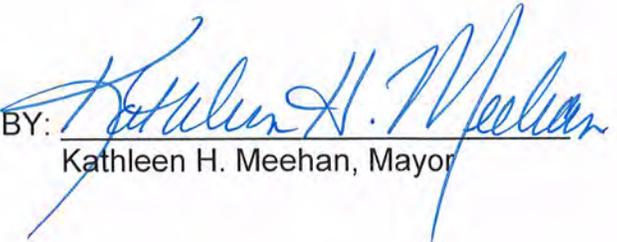
WHEREAS, a budget adjustment is necessary to provide for supplemental appropriations in the amounts identified in Attachment "A."

BE IT RESOLVED BY THE CITY OF MELBOURNE, FLORIDA:

SECTION 1. That the budget for the fiscal year commencing October 1, 2018 is hereby amended by the amounts identified in Attachment "A" (attached).

SECTION 2. That this resolution shall become effective immediately upon its adoption in accordance with the Charter of the City of Melbourne.

SECTION 3. That this resolution was duly adopted at a regular meeting of the City Council on the 27<sup>th</sup> day of November, 2018.

BY:   
Kathleen H. Meehan, Mayor

ATTEST:

  
Cathleen A. Wysor, City Clerk

Attachment: Attachment "A"



# ATTACHMENT A

## GENERAL FUND - 001

ORG	OBJECT	DESCRIPTION	REVENUE	EXPENDITURE	REVISED YTD BUDGET
<b>901 - NON DEPARTMENTAL</b>					
9013870	387035	Appropriation from FB PY Surplus	260,100	-	349,850
		<b>Total</b>	<b>260,100</b>	<b>-</b>	
<b>420 - POLICE OPERATIONS</b>					
42000521	512000	Regular Salaries	-	149,560	8,510,880
42000521	514000	Overtime	-	22,160	992,160
42000521	521000	FICA	-	13,140	722,869
42000521	522020	Police Retirement	-	63,700	3,198,979
42000521	524000	Workers Compensation	-	11,540	572,454
		<b>Total</b>	<b>-</b>	<b>260,100</b>	
<b>TOTAL NET CHANGE TO GENERAL FUND</b>			<b>260,100</b>	<b>260,100</b>	



<b>DEPARTMENT:</b> <b>Human Resources</b>	Reading No.	N/A
	Public Hearing	No
	Quasi-judicial Item (Disclosure Required)	No
<b>COUNCIL DISTRICT: N/A</b>	<b>Item No.</b>	<b>C.26.</b>

**SUBJECT:**

Approval of a proposed collective bargaining agreement with the PBA for a three-year period, October 1, 2017 - September 30, 2020; and authorization for the City Manager to execute the agreement. Also, to authorize the retro-active pay of salary and associated benefits for year 1 of the contract.

**BACKGROUND/CONSIDERATION:**

The City and the PBA began negotiations toward a new bargaining agreement on August 10, 2017. After eleven sessions and two failed ratification votes, the parties finally came to an agreement on all articles of the new collective bargaining agreement that will span October 1, 2017 - September 30, 2020. The PBA members voted favorably to ratify this agreement on November 8 & 9, 2018.

In addition to clarification language and the elimination of obsolete items, the significant changes to this collective bargaining agreement include:

- Article 11, Seniority - Additional specialized units or assignments were added to the list of groups that are recognized within the department and have progression based on seniority. The Police Chief will have the authority to hire a new Officer and place that Officer within the salary schedule based on prior years of service, size of agency, and functions performed by the new employee. The placement shall not exceed step 4 of the salary schedule.
- Article 12, Probationary Period - Probationary employees may now grieve a discipline, but may not a termination for cause or layoff due to reduction in force.
- Article 16, Acting in Grade - The City agreed to a process for which employees on a promotional list will be given first option to fill a short-term supervisory vacancy. If no list is available, then the Chief will determine who will fill the vacancy on a temporary basis.
- Article 17, Uniforms & Equipment - The Department will seek a facility, business, or cleaning service to launder clothing for plain clothes officers at a reduced rate.



- Article 19, Hours of Work and Overtime -  
The Selective Traffic Unit will have two, ten-hour, daily work assignment periods. The first will begin at 0630 and the second at 1000. The list of work groups or units assigned to a 10-hour day was updated. In addition, at least 2 Criminal Investigation Division Detectives will work an evening shift beginning at 1400 hours and subject to a 4% shift differential. The parties agreed upon a shadowing program for School Resource Officers during the summer months. The Emergency Operations Policy was revised to clarify that the policy will remain in effect even when City Hall is closed. The use of accrued sick leave shall no longer be considered as time worked for the purpose of calculating overtime pay except when mandatory overtime is included in the pay period.
- Article 20, Call Back and Stand-By Procedure -  
The parties agreed to incorporate a past Memorandum of Understanding into the new contract which outlines additional provisions of the on-call process.
- Article 21, Court Attendance -  
The City and the PBA worked together to rewrite this article to outline detailed language regarding the calculation of pay for attending off-duty court time.
- Article 23, Sick Leave -  
The City proposed to remove the waiting period before a new-hire may use their accumulated sick leave. Members who exercise a payout of sick leave when they enter DROP shall only receive a payout of 25% of their accumulated sick leave when they separate employment.
- Article 25, Leave of Absence -  
The parties agreed to increase the period that the Police Chief may authorize for a leave of absence from 30 to 90 days for a reasonable purpose.
- Article 27, Wages -  
The City agreed to a very lucrative wage adjustment over the three-year contract period. Members will receive a step increase



(approximately 2.5%) retroactive to the first pay period in October 2017. Effective the first pay period in October 2018, members will receive a 4% across-the-board increase as well as a step increase (approximately 2.5%). In the final year, the members will receive an additional half percent across the board increase as well as a step increase (approximately 2.5%). This provides an approximate pay increase of 12% over the life of the contract. This generous package will improve recruitment efforts and help to ensure that Melbourne remains above all other employers in the local area for Police Officer pay. Finally, the 2% shift differential was eliminated and the shift periods realigned.

- Article 33, Pension - In accordance with Chapter 2015-39, Laws of Florida, the parties agreed upon the terms of a Share Plan for the distribution of premium tax revenues received after October 2017.
- Article 36, Extra Duty Employment The parties agreed to change the minimum number of hours of work required to qualify as an extra duty assignment from two to three, increase the minimum hourly rate for an Officer from \$30 to \$35, and increase the minimum hourly rate for a supervisor from \$35 to \$40.
- Article 37, Duration of Agreement - The parties agreed to a 3-year contract.

**FISCAL/BUDGET IMPACT:**

The chart on the following page shows the fiscal impact of the three-year contract. The total amount does not reflect the increase in the pension liability as that amount will not be known until the actuarial report is completed. The total also does not include any estimated savings from the use of sick leave not being considered as time worked for the purpose of calculating overtime.



**Summary**

	<b>Step</b>	<b>4% COLA + Step</b>	<b>.5% COLA + Step</b>	
<b>Category</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
Wages	149,558.17	627,485.64	846,695.86	1,623,739.67
Overtime	22,157.16	81,205.98	110,053.49	213,416.63
FICA	13,136.22	54,214.91	73,191.33	140,542.46
Worker's Comp	11,539.27	47,624.08	64,293.56	123,456.90
Retirement	63,690.36	239,962.83	326,346.43	629,999.62
Sub-Total	260,081.18	1,050,493.44	1,420,580.67	2,731,155.29
Uniform Increase		4,650.00	4,650.00	9,300.00
<b>Totals</b>	<b>260,081.18</b>	<b>1,055,143.44</b>	<b>1,425,230.67</b>	<b>2,740,455.29</b>

**REQUESTED ACTION:**

a. Approval of the proposed collective bargaining agreement with the PBA for a three-year period, October 1, 2017 - September 30, 2020; and authorization for the City Manager to execute the agreement. Also, to authorize the retro-active pay of salary and associated benefits for year 1 of the contract.

**b. Approval of Resolution No. 3803.**