



Budget Amendment Form

Department Police Department	Date 4/18/2023
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Fund(s) to be changed: General Fund

GL Account	GL Line Item	Transfer to:	Transfer from:
001.21.521.1200	Regular Salaries	\$ 19,831.45	\$ -
001.21.521.2100	FICA	\$ 1,517.11	\$ -
001.21.521.2200	Retirement Contributions	\$ 2,458.19	\$ -
001.00.389.3891	Appropriation of Unreserved Fund Balance	\$ -	\$ 19,291.75
001.00.365.3655	Surplus Equipment, Vehicles & Materials	\$ -	\$ 4,515.00
TOTAL (Columns must be equal)		\$ 23,806.75	\$ 23,806.75

Description:

Amend budget to appropriate unreserved fund balance in the amount of \$19,831.45 and revenue from sales of surplus equipment in the amount of \$4,515 to increase salaries in the Police Department for Dispatchers, as a result of FOP negotiations. o "Police Dispatcher" position title changed to "Public Safety Communications Operator," and the position was moved from paygrade 3 to paygrade 4, with the four (4) employees in those positions (who are currently in Steps 1, 2, 4 and 7 of paygrade 3) moved into paygrade 4 at each employee's respective Steps they are currently in at paygrade 3.



NORTH BAY VILLAGE
EST. 1945

ITEM NO. 11.B

North Bay Village Recommendation Memorandum

DATE: April 18, 2023

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Carla Gomez, Deputy Village Manager/Human Resources Director

SPONSORED BY:

SUBJECT: **A Resolution Approving A Collective Bargaining Agreement With The Florida State Lodge Fraternal Order of Police Inc. For Civilian Personnel -Village Manager Dr. Ralph Rosado (Deputy Village Manager/HR Director Carla Maglio)**

RECOMMENDATION

A RESOLUTION OF THE MAYOR AND COMMISSION OF NORTH BAY VILLAGE, FLORIDA, APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE INC. FOR CIVILIAN PERSONNEL; PROVIDING FOR AUTHORIZATION; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.

Approve a resolution approving a 3-year successor labor agreement between the Village and the General Employees' Union.

BACKGROUND AND ANALYSIS

After two collective bargaining sessions, on April 4, 2023, the North Bay Village Collective Bargaining Team met with the Florida State Lodge Fraternal Order of Police for Civilian Personnel (FOPA) and reached a tentative agreement for a three-year labor contract. The proposed contract will cover the period of October 1, 2022 through September 30, 2025.

At the time of this writing, the FOPA has notified the Village that their membership will be

voting on the proposed successor agreement on Monday, April 8, 2023, and will provide the results to the Village in advance of the April 18, 2023 Village Commission meeting.

The terms and conditions tentatively agreed to with the FOP include the following:

1. Cover page- update effective dates to reflect October 1, 2022 through September 30, 2025;
2. Agreement Section (p. ii)- update month and year for date of execution of Agreement;
3. Article 1 (p. 1)- update new position/position titles into “Included” Section of bargaining unit (Public Safety Communications Officer, Public Safety Communications Supervisor, Code Enforcement Clerk and Public Safety Specialist);
4. Article 11 (p. 19)-
 1. Section 11.1: add President’s Day into list of Holidays in Section 11.1, and add agreement to provide one (1) additional Personal Day that must be used or lost on or before September 30, 2023;
 2. Sections 11.2 and 11.3: add housekeeping language to clarify and distinguish between two-tiered Holiday leave benefits; and
 3. Section 11.9: add language to clarify a cash-out of Holiday leave can only be done one time per fiscal year
5. Article 12 (p. 21):
 1. Section 12.2(b): revise title of “Police Dispatcher” to “Public Safety Communications Operator”
 2. Sections 12.3 and 12.4: add housekeeping language to clarify and distinguish between two-tiered vacation leave benefits; and
 3. Section 12.5: add language to clarify a cash-out of vacation leave can only be done one time per fiscal year
6. Article 14 (p.27):
 1. Sections 14.3 and 14.4: add housekeeping language to clarify and distinguish between two-tiered sick leave benefits; and
 2. Section 14.5: add language to clarify a cash-out of sick leave can only be done one time per fiscal year
 3. Section 14.8: add language to clarify a cash-out of compensatory leave can only be done one time per fiscal year through submittal letter to HR no later than July 1st of the current FY for payout in October/November of next FY
7. Article 22 (p. 39):
 1. Revise Sections 22.3(a)-(c) to reflect the same COLA increases provided to FOP each FY of Agreement
8. Article 28 (p. 51): update effective years of agreement to 2022-2025
9. Signature Page (p. 52): update year Agreement will be signed to 2023
10. Exhibit A – Pay Plan (p. 53)
 1. “Multi-Task Clerical Specialist” position title changed to “Customer Service Specialist,” and the position was moved from paygrade 2 to paygrade 3, with the two (2) employees in those positions (who are currently in Step 7 of paygrade 2) moved into paygrade 3 at Step 5.
 2. “Police Dispatcher” position title changed to “Public Safety Communications Operator,” and the position was moved from paygrade 3 to paygrade 4, with the

- four (4) employees in those positions (who are currently in Steps 1, 2, 4 and 7 of paygrade 3) moved into paygrade 4 at each employee's respective Steps they are currently in at paygrade 3.
3. Accountant position moved from paygrade 5 to paygrade 6, with the employee in that position (who is currently in Step 7 of paygrade 5) moved into Step 3 of paygrade 6.
 4. "Police Dispatch Supervisor" position titled changed to "Public Safety Communications Supervisor"

Consistent with all of the other salary groups, the only retroactive benefit being provided to FOPA members is the 5% Cost of Living Adjustment (COLA), which will be applicable retroactively to the 2nd full pay period in October 2022. The remaining agreed upon provisions would be implemented upon ratification of the proposed agreement by the Village Commission.

ANTICIPATED COST IMPACTS

The anticipated cost impacts for each year of the proposed labor agreement are as follows:

Year 1: \$73,146

Year 2: \$75,340 - \$76,803 - COLA impact determined by CPI-U (range of 3-5%)

Year 3 \$77,600 - \$80,644 - COLA impact determined by CPI-U (range of 3-5%)

Village Staff recommends that the Village Commission ratify the proposed 3-year labor agreement with the FOPA covering the period of October 1, 2022 - September 30, 2025.

BUDGETARY/FINANCIAL IMPACT (Finance Dept.)

YR1 -\$77,500; YR2 & YR3 - Estimated Range of \$80,500 - \$88,500; Includes a Budget Amendment for Police Department for \$23,806.75 unfunded for FY 2023

PERSONNEL IMPACT

NONE

ATTACHMENTS

[Resolution Approving Collective Bargaining Agreement CBA with Florida State Lodge 81 FOP - Civilian Union.DOCX](#)

[Resolution Exhibit A - Redlined Legislative Draft of NBV - FOPA Collective Bargaining Agreement effective October 1 2022- September 30 2025 -.pdf](#)

[Clean Final NBV - FOPA Collective Bargaining Agreement effective October 1 2022-](#)

September 30 2025 -.pdf

Exhibit A Budget Amendment Form-Police Department 04-18-2023.pdf

RESOLUTION NO. 2023-051

A RESOLUTION OF THE MAYOR AND COMMISSION OF NORTH BAY VILLAGE, FLORIDA, APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE INC. FOR CIVILIAN PERSONNEL; PROVIDING FOR AUTHORIZATION; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Florida State Lodge Fraternal Order of Police Inc. (“FOPA”) represents a bargaining unit consisting of North Bay Village’s (the “Village”) civilian personnel (the “Civilian Union”); and

WHEREAS, the Village and FOPA previously entered into a three (3) year Collective Bargaining Agreement that was effective from October 1, 2019 through September 30, 2022, which governed the terms and conditions of employment for FOPA bargaining unit members; and

WHEREAS, the Village and FOPA have engaged in negotiations and have reached an agreement to enter into a successor Collective Bargaining Agreement covering the period retroactive to October 1, 2022 through September 30, 2025, which is attached hereto as Exhibit “A” (the “CBA”); and

WHEREAS, the Village has confirmed that the majority of the members of the Civilian Union have approved the CBA; and

WHEREAS, the Village Manager recommends that the Village Commission approve the CBA and authorize the Village Manager to execute same; and

WHEREAS, the Village Commission finds that this Resolution is in the best interest and welfare of the residents of the Village.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COMMISSION OF NORTH BAY VILLAGE, FLORIDA, AS FOLLOWS:

Section 1. Recitals. That each of the above-stated recitals are hereby adopted, confirmed, and incorporated herein.

Section 2. Approving CBA. That the CBA attached hereto as Exhibit “A” is hereby approved.

Section 3. Authorization. That the Village Commission hereby authorizes the Village Manager to execute the CBA.

Section 4. Implementation. That the Village Manager and Village Attorney are hereby authorized to take such further action as may be necessary to implement the purpose and provisions of this Resolution and the CBA.

Section 5. Effective Date. That this Resolution shall be effective immediately adoption.

The foregoing Resolution was offered by Vice Mayor Chervony who moved its adoption. The motion was seconded by Commissioner Streitfeld and upon being put to a vote, the vote was as follows:

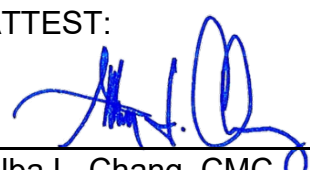
Mayor Brent Latham	<u>Yes</u>
Vice Mayor Richard Chervony	<u>Yes</u>
Commissioner Goran Cuk	<u>Yes</u>
Commissioner Andy Rotondaro	<u>Yes</u>
Commissioner Rachel Streitfeld	<u>Yes</u>

PASSED AND ADOPTED on this 18th day of April, 2023.



Brent Latham, Mayor


ATTEST:



Alba L. Chang, CMC
Village Clerk



APPROVED AS TO FORM AND LEGAL SUFFICIENCY:



Weiss Serota Helfman Cole & Bierman, PL
Village Attorney