



## Legislation Text

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**File #:** 19-0309, **Version:** 1

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### Summary

To: Town Commission  
From: Stefan Massol, Director of Support Services  
Date: 11/5/2019

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### Subject:

Resolution 2019-26: Renewal of Agreement with Fraternal Order of Police

### Summary:

The Town of Belleair staff has reached a tentative agreement with the Fraternal Order of Police to remain in effect until September 30, 2022.

**Previous Commission Action:** Town Commission discussed the terms of this agreement and related ordinance changes at the previous meeting.

**Background/Problem Discussion:** Once every three years the Town and Fraternal Order of Police (FOP) negotiate a three-year collective bargaining agreement for the Town's police officers. The town's police officers are the only bargaining unit at the Town. During negotiations there were two main opportunities identified: 1) adjustment of the pension benefit calculation to its sustainability for future years; and 2) premium cost-share for officers with a spouse or children who are on the Town's health insurance plan. Having reviewed the Town's pension and benefit offerings compared to other neighboring agencies, staff and the FOP agreed that rebalancing of the benefit structure would assist with recruitment of future officers. The FOP has accepted the Town's proposal to change the pension benefits for future plan members. Those future members would now have a normal retirement age of 55 with 10 years of service, a member contribution rate of 8%, and a multiplier of 3% for purposes of calculating the pension benefit.

Other changes were made to shift differential, which will be paid at 5% premium for evening shifts and 10% premium for midnight shifts. Holidays for the Police Department will be recognized on the day they occur, and additional terms related to special duty pay were included as well.

**Recommendation:** Approval of Resolution 2019-26 Renewal of Agreement with Fraternal Order of Police.

**Proposed Motion:** I move approval of Resolution 2019-26 Renewal of Agreement with Fraternal Order of Police