

**Fraternal Order of Police (FOP) Tentative Agreements
Anticipated Operational Costs and Savings for Fiscal Year 2014 through Fiscal Year 2016
December 3, 2013**

Economic Issue	Old Provision	New Provisions	Anticipated Year 1 Costs / (Savings)	Anticipated Year 2 Costs / (Savings) and Cumulative Totals	Anticipated Year 3 Costs / (Savings) and Cumulative Totals
Base Wages and General Wage Increase (including FICA)	Non-Certified Police Officer: \$52,166.40 Certified Police Officer: \$54,808.00 - \$77,771.20 Certified K9 Police Officer: \$58,918.60 - \$83,604.04 Police Sergeant: \$74,588.80 - \$95,492.80 K9 Police Sergeant: \$80,182.96 - \$102,654.76 Police Lieutenant: \$76,273.60 - \$110,468.80 Police Captain: \$84,219.20 - \$121,950.40	Year 1 - 1%; Year 2 - 2%; Year 3 - CPI with a cap of no more than 25% higher than the prior year CPI	\$423,000	\$871,000 2 Year Total: \$1,294,000	unquantifiable ¹
Steps	Police Officer: 2 3%-4% steps per year Police Sergeant: 2 2%-3% steps per year Police Lieutenant: 2.5%, 5%, or 7.5% per year depending on performance Police Captain: 2.5%, 5%, or 7.5% per year depending on performance	<u>Officers and Sergeants</u> - Add 2 3.5% steps to beginning of salary range and new hires move only 1 step per year <u>Lieutenants and Captains</u> - Limit current to 2.5% and 5% increases per year; limit future to 1.5% and 3% increases	<u>Additional Steps:</u> (\$154,000) <u>New Hires move 1 step:</u> (\$67,000) <u>LT and Capt limit increases:</u> (\$23,900) Total: (\$240,000)	<u>Additional Steps:</u> (\$168,000) <u>New Hires move 1 step:</u> (\$144,000) <u>LT and Capt limit increases:</u> (\$6,900) 2 Year Total: (\$577,500)	<u>Additional Steps:</u> (\$184,000) <u>New Hires move 1 step:</u> (\$250,000) <u>LT and Capt limit increases:</u> (\$18,400) 3 Year Total: (\$1,031,000)
Additional Step	No Current Contribution or Budget Impact for City	Add an additional step of 3.5% at top of range for Officers effective April 2016.	\$0	\$0	\$400,000
Personally Assigned Vehicles (PAVe)	\$55 for basic reimbursement (northern Miami-Dade County and southern Palm Beach County), \$65 for other parts of Miami-Dade County and Palm Beach County. No charge for in Broward County. Many exemptions from reimbursement requirement.	Increase Reimbursement Rates based on residence location (\$0/\$20/\$60/\$75). Eliminate Safe Driver Program. Captains excluded.	(\$310,000)	(\$310,000) 2 Year Total: (\$620,000)	(\$310,000) 3 Year Total: (\$930,000)

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Pension	3.38% Multiplier; 81% Maximum payout; 2 year average of final pay; 10 year vesting; 60% joint and survivor benefit form; 8.25% or 8.5% employee contribution; 20 years service or age 55 with 10 years service retirement eligibility	For new hires on or after 4/1/14: 3% Multiplier; 75% Maximum payout; 5 year average of final pay; 10 year vesting; 10-year certain and life; 8.25% or 8.5% employee contribution; 20 years service or age 55 with 10 years service retirement eligibility. Balance of Chapter 185 reserve funds, and future funds used to offset City's required contribution	(\$1,200,000)	(\$100,000)	(\$600,000)
VEBA	No Current Contribution or Budget Impact for City	City contributes a value equal to the balance of the Chapter 185 reserve funds as a one time Contribution to the FOP VEBA. Employees contribute 75% of leave payouts at separation (does not include FICA savings to City on payout).	\$1,200,000	\$0	\$0
Health Insurance	\$834 per month for each eligible employee	City reimburses FOP cost of fees related to Affordable Care Act effective October 2013 (\$1 per plan participant in FY 2014 and \$2 per plan participant in FY 2015 for Patient Centered Outcome Research Fee and \$63 per plan participant for Transitional Reinsurance Contribution) (1,700 participants)	\$108,800	\$110,500	\$110,500
Clothing Maintenance Allowance	Detectives and plain clothes officers receive \$85 per month. All employees receive up to \$65 for safety shoes/\$150 for boots for mounted/motor officers. (Officers and Sergeants only)	Add for Lieutenants and Captains	\$12,745	\$12,745 2 Year Total: \$25,490	\$12,745 3 Year Total: \$38,235
ANNUAL TOTALS			(\$10,355)	\$265,345	(\$839,155)¹
CUMULATIVE TOTALS				\$254,990	(\$584,165)¹

¹ The General Wage Increase for FY 2016, and any impact that may have on related provisions in the successor collective bargaining agreements, is unquantifiable at this time, as the General Wage Increase will be dependent on the Consumer Price Index (CPI) comparing 2014 year end average to 2013 year end average, with a cap of no more than 25% higher than the prior year CPI.