

## **FOP Successor Agreement Significant Changes**

### **General Wages Increase**

- Fiscal Year 2013 – 1% (retroactive to first full pay period in October 2013)
- Fiscal Year 2014 – 2%
- Fiscal Year 2015 – Consumer Price Index (CPI) (not to exceed 25% of prior year CPI)

### **Step Increases/Merit Pay**

- 2 new steps added at entry level of Police Officer scale for new hires
- New hires advance only 1 step per year (3.5% average)
- April 2016 – New Step added at top of Police Officer pay range – 3.5% increase
- Current Lieutenants and Captains (as well as current Sergeants later promoted to Lieutenant or Captain) are limited to 2.5% and 5% performance increases
- Current Police Officers and new hires upon becoming Lieutenants and Captains are limited to performance increases of 1.5% and 3%

### **Personally Assigned Vehicle (PAVe) Program Reimbursement Rates**

- Residing In City – no charge
- Residing in Broward County outside of City – \$20 per pay period
- Miami-Dade or Palm Beach, within 25 mile radius – \$60 per pay period
- Miami-Dade or Palm Beach, outside 25 miles radius – \$75 per pay period
- FOP employees no longer participate in Safe Driver Incentive Program
- Captains are excluded from the PAVe reimbursement requirement

### **Pensions (for new employees hired April 1, 2014 or later)**

- Reduce multiplier from 3.38% to 3%
- Maximum accrual reduced from 81% to 75%
- Final average compensation increased from 2 highest years to 5 highest years
- Standard benefit formula changed from 60% joint survivor to 10-year certain and life; or current benefit formulas at an actuarial reduced benefit.
- 96 month maximum in DROP reduced by one month for every month employed after 25 years of creditable service

### **Pensions (for existing and future members)**

- Balance of Chapter 185 reserve funds as of December 31, 2013 (approximately \$1.2MM) used to offset pension contribution by City
- Modified language regarding DROP account after conclusion of DROP period

- All future 185 monies used to offset City pension contributions

### **Leave Time**

- Compensatory time earned in lieu of overtime time must be used within 9 months or it will be paid out at existing rate of pay (instead of being banked and paid out at a later time at a higher rate of pay)
- Compensatory time used does not count as hours worked for purposes of overtime calculations
- Sick leave will be paid out at 28% of final rate of pay upon separation in good standing (as opposed to being paid out a rate earned)

### **Voluntary Employees' Beneficiary Association (VEBA)**

- Funded by the City in an amount equal to balance of Chapter 185 reserve funds as of December 31, 2013 (approx. \$1.2MM)
- No additional contribution by City
- Employees contribute 75% of leave payout at time of separation
- FOP holds City harmless from any negative IRS Ruling

### **Health Insurance**

- Fiscal Year 2014 – City reimburses FOP for PPACA Patient Centered Outcomes Research Institute Fee of \$1 per plan participant
- Fiscal Year 2015 – City reimburses FOP PPACA Patient Centered Outcomes Research Institute Fee of \$2 per plan participant
- City pays PPACA Transitional Reinsurance Fee of \$63 per plan participant
- Retiree health insurance subsidy of \$400 per month eliminated for new hires

### **Clothing Allowance**

- Clothing Allowance added for Lieutenants and Captains assigned to plain clothes duty similar to Officers and Sergeants.

### **Tobacco Use**

- All new hires shall be non-users of tobacco products (and maintain such status during their employment)
- No tobacco use in City vehicles

### **Drug Free Workplace**

- Testing for reasonable suspicion; fitness for duty; condition of employment
- Random testing, in conjunction with physical, for 20% of the members
- Testing when involved in accident while operating a City vehicle