



Town Council Agenda Report

SUBJECT: Resolution

CONTACT PERSON/NUMBER: Tom Willi, Interim Town Administrator; 797-1035

TITLE OF AGENDA ITEM: A RESOLUTION SETTING FORTH CERTAIN BENEFITS FOR POLICE CAPTAIN(S), MAJOR(S), ASSISTANT CHIEF(S) AND CHIEF OF POLICE OF THE TOWN; PROVIDING FOR AN EFFECTIVE DATE.

REPORT IN BRIEF: This resolution will correct the salary compression problem that exists between the bargaining unit and command staff in the Police Department. In addition, it will provide a fair and equitable benefit package for the command staff and lastly, it will provide a retroactive 401K benefit to the command staff that every other manager in the Town is already currently receiving.

PREVIOUS ACTIONS: None

CONCURRENCES: Not applicable

FISCAL IMPACT:

Has request been budgeted? no

If no, amount needed: Approximately \$20,294 for salary and benefits and \$95,039 for retroactive 401K benefit.

What account will funds be appropriated from: Salary and future 401K would be budgeted in fiscal year 2000-2001; benefits and retroactive 401K expense can be funded using 1999-2000 fiscal year unfilled positions - Police Service Aide and Police Service Aide Special Assignment (approximately \$40,459) and Police Officers (approximately \$91,366).

RECOMMENDATION(S): Motion to approve the resolution

Attachment(s): Resolution with Exhibit 1, 2, and 3.

RESOLUTION NO. _____

A RESOLUTION SETTING FORTH CERTAIN BENEFITS FOR POLICE CAPTAIN(S), MAJOR(S), ASSISTANT CHIEF(S) AND CHIEF OF POLICE OF THE TOWN; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, upon being promoted, the Captain(s), Major(s), Assistant Chief(s), and Chief of Police, lose a substantial number of benefits previously afforded to them by the police bargaining unit; and

WHEREAS, the Town recognizes that employees who choose to increase their responsibilities and take on additional challenges to improve service to our citizens should not suffer a loss in certain benefits; and

WHEREAS, the Town wishes to establish a fair and equitable policy of specific benefits to be afforded to Captain(s), Major(s), Assistant Chief(s), and Chief of Police by the Town.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF DAVIE, FLORIDA:

SECTION 1. In addition to the current benefits afforded to non-represented management personnel, the following provisions of the bargaining unit with the Town shall apply to the Captain(s), Major(s), Assistant Chief(s), and Chief of Police, (see attached 1, 2, and 3), who shall be the recipients of the benefits provided for therein:

- A. Sick Leave
- B. Vacation
- C. Equipment and Maintenance
- D. Medical insurance and exposure to certain communicable diseases.
- E. Holidays
- F. Terminal Leave

SECTION 2. To correct current and future "salary compression" between bargaining unit members and the Captain(s), Major(s), Assistant Chief(s), and Chief of Police, the following plan shall be adopted (effective October 1, 2000):

- A. Following any salary increase in the bargaining unit, Captain(s) will receive and maintain a salary increase that is 10% greater than the highest ranking member of the bargaining unit. (see Exhibit 2 for costs)

- B. Major(s) will receive and maintain a 5% increase over Captains.
- C. Assistant Chief(s) will receive and maintain a 5% increase over Major(s).
- D. Police Chief will receive and maintain a 10% increase over Assistant Chief(s).

SECTION 3. Any Captain(s), Major(s), Assistant Chief(s), and Chief of Police who have entered the "DROP" retirement plan, shall receive the same 401K benefit that is currently afforded to other managers (11.4%). This benefit shall be retroactive to the employees date of entering the DROP retirement plan. Since all affected employees now or in the future will have at least 20 years of service, the 5 year vesting requirement shall be waived. (See Exhibit 3 for costs)

SECTION 4. The current policy of allowing Captain(s), Major(s), Assistant Chief(s), and Chief of Police unrestricted use of their Town vehicle shall be continued.

SECTION 5. This resolution shall take effect immediately upon its passage and adoption.

PASSED AND ADOPTED THIS _____ DAY OF _____, 2000.

Mayor

ATTEST:

Town Clerk

APPROVED THIS _____ DAY OF _____, 2000.

EXHIBIT 1

Under Section 1 of the resolution, the specific applicable benefits are as follows:

A. Sick Leave, Article 20.11; "An employee who has an excess of three hundred (300) hours in accrued sick time may, at his/her option, sell this sick time back to the Town once per year, at an hour for hour basis."

B. Vacation, Article 34.2; "...an employee may carry over an amount of vacation equal to Two (2) times his annual rate of accrual...."

Article 34.5; "Upon termination of employment for any reason, the balance of all vacation time earned and accrued....will be converted into terminal leave."

C. Equipment and Maintenance, Article 26.2(b); "Wrist watches damaged or lost through no fault of the employee shall be repaired or replaced at a cost not to exceed \$25."

Article 26.2(c); "Prescription eyeglasses damaged through no employee negligence, shall be compensated for and repaired or replaced at a cost not to exceed \$100 per incident, excluding Workers' Compensation Claims.

Article 26.2(d); "The Town agrees to pay within limits set forth below, for the replacement of a cell phone...that is damaged during the course of a required law enforcement action taken while off duty, provided that reimbursement for a cell phone will be limited to a phone of comparable quality not to exceed \$100, provided the employee submits a sales receipt for the cell phone and provided the damaged phone is not covered by insurance."

Article 26.2 (f); "The Town will pay for the refinishing and/or rebluing of employee owned guns as needed, determined by the Department.

Article 26.3; "Sworn officers who are required to wear civilian clothing in the course of their job shall receive a clothing allotment of \$50.00 per month and issuance of a windbreaker style jacket identifying the individual as a police officer."

D. Medical Insurance and Exposure to Certain Communicable Diseases, Article 23.5; "The Town will provide the following optical benefit:

1. \$50.00 toward the cost of prescription eyeglasses or contact lenses.
2. \$50.00 toward an examination
3. 1 and 2 excludes sunglasses for those employees certified by Ophthalmologists that the above are necessary."

E. Holiday, Article 33.1; "The following holidays will be granted to employees covered by this agreement: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, Employee's Birthday.

F. Terminal Leave, Article 37.1; "Whenever an employee leaves the Town's employ, the employee's leave time will be converted into terminal leave....the employee, although no longer actively working, will be paid biweekly for their terminal leave as available up to a maximum of 80 hours per pay period until such leave is exhausted."

Article 37.2; "An employee utilizing terminal leave will continue to accrue sick and vacation leave at their regular accrual rates on any terminal leave used. Such accrued sick and vacation leave will be automatically converted into terminal leave...."

Article 37.3; "An employee utilizing terminal leave will continue to receive health insurance....until their terminal leave is exhausted."

Article 37.4; "An employee utilizing terminal leave will continue to receive life insurance....until their terminal leave is exhausted."

NOTE: The benefits listed in this exhibit are consistent, whole or in part, with the current Davie Fraternal Order of Police Collective Bargaining Agreement.

EXHIBIT 2
Salary Analysis

1999 Salary Comparison (from W-2 statements)

The average total salary for the six lieutenants last year, not including any off duty details, was:

- **4.9% higher than Captain**
- **1% lower than Major**
- **4.5% lower than Assistant Chief**
- **6.3% lower than the Chief of Police**

Police Department base pay plus longevity comparison as of 10/1/00

Lieutenant:	\$70,711
Captain:	\$75,623 (6.9% higher than Lieutenants)
Major:	\$79,877 (12.9% higher than Lieutenants) (5.6% above Captain)
Asst. Chief	\$82,002 (15.9% higher than Lieutenants) (2.6% above Major)
Chief	\$90,252 (27.6% higher than Lieutenants) (10.1% above Asst. Chief)

Fire Department base pay plus longevity comparison as of 10/1/00

Lieutenant:	\$58,634
Batt. Chief:	\$75,623 (28.9% higher than Lieutenants)
Deputy Chief:	\$79,877 (36.2% higher than Lieutenants) (5.6% above Battalion Chief)
Fire Chief	\$92,638 (58% higher than Lieutenants) (15.9% above Deputy Chief)

As you can see, the Fire Department **does not** have a salary compression problem between union and non-union ranks. The Police Department, on the other hand, has substantial salary compression between the union and non-union ranks.

Recommendations:

It is proposed that a 10% spread in base salary between the rank of Lieutenant and Captain **be established and maintained**; likewise, a 5% spread between Captain and Major, and a 5% spread between Major and Assistant Chief. In addition, there should be a minimum of 10% between Assistant Chief and Chief of Police.

Cost analysis: Base pay without longevity

Captain:	\$71,343 (current) would be increased to \$73,379
Major:	\$75,356 (current) would be increased to \$77,048
Asst. Chief	\$77,361 (current) would be increased to \$80,900
Chief:	\$85,144 (current) would be increased to \$88,990

To accomplish all of these salary upgrades it would cost:

Captains	\$73,379 - \$71,343 = \$2,036 + \$122(longevity) or \$2,158 each
Major	\$77,048 - \$75,356 = \$1,692 + \$101(longevity) or \$1,793
Asst. Chief	\$80,900 - \$77,361 = \$3,539+ \$212(longevity) or \$3,751
Chief	\$88,990 - \$85,144 = \$3,846+ \$230(longevity) or \$4,076

The total cost to realign all non-represented salaries would be \$16,094

EXHIBIT 3

Cost Analysis for additional "union associated" benefits and 401K plan

Sick leave

Since this is a funded account there would be no additional costs associated. In fact, there would be a savings if employee cashed in at current rate as opposed to cashing in later at a higher rate of pay.

Vacation

This is a funded account but there may be a cost involved in that vacation earned now could be cashed in later at a higher rate of pay. It is hard to predict what the actual expense of this would be since all employees may not choose to defer taking all vacation earned.

Equipment and Maintenance

The only fixed costs would be the clothing allowance that would amount to **\$3,600/year**. The other costs would be associated to breakage of equipment which is unlikely to occur.

Medical Insurance

The costs for eyeglasses and examination allowance would total **\$600/year** assuming everyone wears glasses and changes them every year.

Holiday

No additional budgetary cost.

Terminal Leave

No additional budgetary cost.

Approximate total costs for all "union associated" benefits is \$4,200.

401K

To implement the retroactive cost of the same plan that all other Town managers currently receive would cost approximately:

Chief (19 months of benefit)	\$16,290
Asst. Chief (19 months of benefit)	\$14,800
Major (36 months of benefit)	\$27,316
Captain (36 months of benefit)	\$25,859
Captain (15 months of benefit)	\$10,774

Approximate total cost for retroactive 401K is \$95,039