

Merrett R. Stierheim, Superintendent of Schools

SUBJECT: RATIFICATION OF LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE FLORIDA STATE LODGE, FRATERNAL ORDER OF POLICE

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

Pursuant to the provisions of the labor contract between The School Board of Miami-Dade County, Florida and the Florida State Lodge, Fraternal Order of Police, the parties commenced negotiations on July 17, 2002, and concluded on December 18, 2003, with a Tentative Agreement being reached on all open economic and non-economic issues for a one year contract (July 1, 2003 - June 30, 2004). The Agreement addresses the following issues:

- Working Conditions
- Education and Training
- Salary
- Ratification and Final Disposition

Some of the major highlights of the Tentative Agreement are as follows:

1. Provides for salary schedule improvements for unit members (police officers, sergeants, and lieutenants) effective August 21, 2003, and a step advancement for eligible employees effective January 2, 2004. The average cost increase for 2003-2004 is 8.71% for police officers; 9.47% for sergeants; and 7.90% for lieutenants.
2. Provides, effective January 2, 2004, employees who have completed five years of consecutive police service with Miami-Dade County School Police with a Service Longevity Supplement of 4% of base salary.
3. Improves or establishes Special Duty Assignment Supplements as follows: Field Training Officer, 4% of base salary (from 3%); Public Information Officer, 4% of base salary (new); Detached Personnel, 4% of base salary (new); Detective Supervisor, 4% of base salary (new); Police Instructor, 4% of base salary (from \$750 annual).
4. Provides a one-year contract ending June 30, 2004.

5. Increases the MDCPS commitment for employees whose Police Academy Training is sponsored by the School Board from 24 months to 36 months and provides for reimbursement of \$1,000 for each month left on the 36-month commitment if an employee voluntarily terminates.

The FOP bargaining unit members ratified the contract on December 20, 2003.

Copies of the Agreement will be forwarded to Board Members under separate cover and will be placed on file in the Citizen Information Center and the Board Recording Secretary's office.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the proposed one year collective bargaining agreement with the Florida State Lodge, Fraternal Order of Police, effective July 1, 2003 through June 30, 2004.

MRS:jmg