



# *TAMPA POLICE BENEVOLENT ASSOCIATION*

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Thursday, July 29, 2010

## **Tentative Agreement Reached With The City of Tampa**

Several weeks ago, I personally met with Mayor Pam Iorio and discussed several issues that came up during our contract negotiations in 2009. I suggested that contract negotiations would proceed in a more direct and smooth fashion if she negotiated directly with the PBA. Mayor Iorio accepted our offer.

Since January, our Contract Committee, headed by Rick Cochran, has been meeting on a regular basis and a survey was conducted across the entire TPD Membership. As I am sure many of you know by now, the return of the Step Plan was the number one issue by a very large margin and that is where we concentrated our efforts, both in person with the Mayor and behind the scenes with local political endorsements and discussions.

As of today, we have concluded a total of three face-to-face negotiations with Mayor Iorio and two face-to-face negotiations with Assistant Chiefs Bennett and Hamlin. I am happy to say that we have reached a tentative agreement with The City of Tampa, which will be presented in full to the membership in the coming days and a ratification vote will take place on August 25 and August 26 to coincide with the A/B Cycle.

This is a brief listing of the changes in the contract:

- 1) The full return of the Step Plan as of October 1, 2010. Any officer who reached MPO, Senior Detective / Corporal or Senior Sergeant during this current fiscal year will receive their MPO / Senior pay on October 1.
- 2) The PBA asked the City to settle the Unfair Labor Practice, which means that effective on the pay check received August 13 the City will stop collecting money from the sixty-five affected officers who were due a Step increase from October 1, 2009 to the date of the imposed Contract on December 2, 2009. If the membership ratifies the contract, the matter will be settled and no more money will be collected by the City. If the contract is not ratified, the collection of money to be paid back will continue at the agreed upon rate until the money is returned in full and the Unfair Labor Practice will continue forward.

GREG STOUT, President



RICK COCHRAN, Sr. Vice President

PAUL SOUTHWICK, Vice President

CHIP DEBLOCK, Secretary

3) Officers with 10 or more years of service may use up to 57.1 hours of Sick / Personal leave time per year. Officers with less than 10 years of service can still use up to 45.7 hours Sick /Personal leave time per year.

4) The City has agreed to provide a “use it or lose it,” day off for any member who wants to take a portion of the Cooper Institute Test, which is a 1.5 mile run, finishing in the 70<sup>th</sup> percentile. The times have different categories based on age and gender and will be posted in the coming days. This is in addition to the annual PAT test

5) The City has agreed to move forward with two pension items upon being agreed to by the Fire Fighters.

A) This is the same pension bill as last year that was defeated in the Florida Legislature in the regular session. It is the bill whereby a member can opt to move DROP money into a fixed money market style account. It also has provisions for retirees being able to re-marry and include their new spouse in the pension as well as small housekeeping measures recommended by the Pension Board.

B) A Buy Back proposal where a member can buy back prior law enforcement or military time, not already used in another pension. This measure is also subject to approval by the Fire Fighters and must be cost neutral to the pension.

6) A Promotional Exam Committee will be put in place with representatives of the PBA, Staff, and Human Resources of the City to formulate a better promotional examination. If agreement is reached between Staff, PBA and the City prior to October 1, the new test procedures will take place in 2011 beginning with the Corporal / Detective and Sergeant’s Examination. The Lieutenant’s Examination will take effect in 2012. If agreement is not reached by October 1, the status quo multiple choice test will be utilized at the next promotional examination.

7) Legal changes in the contract involving Formal Investigations to conform with changing State Statutes.

8) Legal changes in Military Leave to conform with changing law. Military Leave will increase to 240 hours annually.

#### Management Issues:

A) Active Officers will get twenty-four hours priority in selecting Extra Duty Jobs when posted on the 10<sup>th</sup> of the month at the Extra Duty Office.

B) Modified Staff Privileges will be given to Specialty Teams on an “As Needed,” basis, i.e. Large Event (Super Bowl, RNC, etc.), Pending Raids, etc.

C). A member can purchase a TPD authorized ball cap to be worn during inclement weather, full sun, traffic direction, etc.

This is a one year contract. Our hope is that 2011 will bring a stronger financial recovery to the National Economy, and we will be able to re-negotiate again next year.

A full Tentative Agreed upon Contract will be released when it is received from the City of Tampa. As always, the PBA will be available to answer any questions that you may have.

Respectfully,

A handwritten signature in blue ink, appearing to read "Greg Stout". The signature is stylized with a large initial "G" and a long horizontal stroke extending to the right.

Greg Stout