

## **AMENDED COLLECTIVE BARGAINING AGREEMENT**

**The City of Sanibel and The Florida State Lodge, Fraternal Order, Inc of Police representing the Police Officers and Dispatchers hereby agree to amend Article 15, Medical Examinations/Physical Fitness, and Article 24, Compensation, of the current labor agreement for fiscal year 2018-2019 as shown below:**

### **ARTICLE 15 MEDICAL EXAMINATIONS/PHYSICAL FITNESS**

Each bargaining unit member shall submit to an annual medical examination, including a drug test. The City will reimburse the co-pay for the annual medical examination while the drug test will be at the City's expense, provided that funds are available. The City shall determine what the medical exam shall consist of.

Each bargaining unit member covered by this Agreement, except non-sworn Dispatchers, is required to annually pass the Physical Abilities Test (PAT) of Florida FDLE which is consistent with National models and industry standards and locally validated based on statewide statistics. Components of the test were designed to simulate actual tasks and essential knowledge, skills and abilities required on the job in order to receive a merit pay increase as approved by City Council. Employees who fail the PAT will be required to retake the PAT within the ensuing 6 months, when the employee feels physically ready. If the employee passes the PAT, the pay increase will be made retroactive to the first full pay period as originally approved by City Council. Failure to successfully pass the PAT on the second try will result in the loss of the merit increase and a fitness for duty medical examination may be required. Further employment action will be taken as deemed appropriate and necessary from the medical examination results.

### **ARTICLE 24 COMPENSATION**

24.1. Wages for fiscal year 2018-2019 will be determined as follows:

- a. All employees will receive a cost of living pay increase of 2% effective the first pay period following October 1, 2018.
- b. On the first pay period following April 1, 2019, any Police Officer who successfully passes the Physical Abilities Test will receive an additional 1% merit increase.

- c. On the first pay period In April 2019, any Dispatcher receiving an exceptional performance rating or highly commendable performance rating will receive an additional 1% merit increase and Dispatchers receiving a successful rating will receive an additional ½% merit increase. The eligibility period for any merit increase will be increased by the number of days spent in an unpaid status during the eligibility period.

## 24.2 INCENTIVE PAY INCREASES:

### a. POLICE OFFICERS:

- (1) Police Officers may earn an additional ½% pay increase upon successfully completing each of the following courses:
  - Developing and Maintaining a Sound Organization
  - Line Supervision Course (internet based training or on-site attendance)
  - Mid-Management Course (self-study with supervised examination)
- (2) The City will pay the tuition costs for the courses, but the employee must attend on his/her own time.
- (3) Police Officers who successfully pass the Cooper Physical Fitness Test as structured by the Police Chief will be eligible to receive a \$500 bonus every 6 months. The test will include: sit ups; swimming; push ups; 1.5 mile run; and treading water.

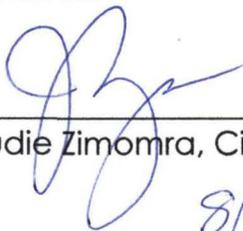
**[THE REMAINDER OF THIS ARTICLE IS UNCHANGED]**

FOR THE FOP:

By:   
Steve Young, FOP Representative

Date: 8/9/18

FOR THE CITY:

By:   
Judie Zimomra, City Manager

Date: 8/12/18