



Memorandum

Date: October 9, 2024

To: Honorable Mayor and Councilmembers

Via: Rey Valdes
City Manager

From: Edwin Lopez, Chief of Police
Lorenzo Cobiella, City Attorney
John J. Hearn, Police Legal Advisor

Subject: **Proposed Resolution of the City Council providing for the execution of the Memorandum of Understanding Between the City of Doral and the South Florida Police Benevolent Association, Inc. for a 7.5% COLA Adjustment**

Introduction

The purpose of this item is to recommend that the Mayor and City Council adopt the attached Resolution, authorizing the execution of the Memorandum of Understanding Between the City of Doral and the South Florida Police Benevolent Association, Inc. (hereinafter “PBA”) for a 7.5% COLA adjustment.

Background

The PBA is the certified bargaining unit for the Police Department’s bargaining unit members. The City and the PBA are currently within the term of a Collective Bargaining Agreement which covers the bargaining unit members and runs from October 1, 2022 through September 30, 2025. Consistent with the terms of the CBA, the PBA reopened the Compensation Article solely to discuss COLA. The COLA adjustment of 7.5% cumulative was offered by City management. The 7.5% replaces any other COLA for the 2024-2025 fiscal year. Both the Rank and File and Supervisory Units ratified the 7.5% COLA reopener. Provided the COLA adjustment of 7.5% is ratified by the City Council, a 7.5% COLA will be provided to the bargaining unit members for fiscal year 2024-2025.

Fiscal Impact: The fiscal impact is estimated to be \$761,062

Recommendation

The City Manager's Office respectfully requests that the Mayor and City Council authorize the execution and adoption of the attached Resolution.