



CITY OF DORAL COUNCIL MEETING MEMORANDUM

ITEM TITLE:

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DORAL AND THE SOUTH FLORIDA POLICE BENEVOLENT ASSOCIATION FOR POLICE LIEUTENANTS; AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR INCORPORATION OF RECITALS; AND PROVIDING FOR AN EFFECTIVE DATE

DEPARTMENT RECOMMENDATION:

The City Manager's Office respectfully requests that the Mayor and City Councilmembers approve the Collective Bargaining Agreement between the City of Doral and The South Florida Police Benevolent Association for police lieutenants.

BRIEF HISTORY:

The Collective Bargaining Agreement (CBA) between the City and the police lieutenants, originally approved via Resolution No. 22-150, expired on September 30, 2025.

The City's bargaining team engaged in negotiations with the union membership to establish a new contract. After successful negotiations, the final Agreement and the required Resolution are enclosed herein for ratification. The members of the Police Benevolent Association (PBA) formally voted to approve the Agreement on October 7th and October 8th.

The proposed CBA establishes a new three-year term, effective from October 1, 2025, through September 30, 2028. The key provisions of the collectively bargained changes are summarized below:

Term of Agreement:

- Three-year term: October 1, 2025, through September 30, 2028.

Off-Duty Rates:

Off-duty rates will increase according to the schedule outlined in the proposed Agreement.

- The City agrees that all authorized off regular duty police work (off-duty) is compensated at the base rate of \$65.00 per hour for police lieutenants working in that capacity.
- These rates may be adjusted upwards periodically by the Chief of Police, in his sole discretion, to remain competitive with other police agencies.
- The minimum time charge will be four (4) hours at the appropriate rate.

Uniforms and Equipment:

- The parties agreed to continue to wear the assigned uniforms in accordance with City Policy.
- All employees assigned to CIB and Internal Affairs shall receive a \$75.00 bi-weekly non-uniform allowance.

Compensation:

Cost of Living Adjustment (COLA):

- FY 2025-2026: 8% Cost of Living Adjustment (COLA), applied retroactively to October 1, 2025.
- FY 2026-2027: 3.5% COLA increase.
- FY 2027-2028: 3% COLA increase.

Note: The Agreement includes a reopener clause for COLA if civilian employees receive a higher increase in FY 2026-2027 or FY 2027-2028.

Performance Merit:

- Performance Merit increases will continue to be merit-based, requiring a minimum "satisfactory or above" rating on a member's performance evaluation. Eligible members shall be placed in the next step.

Longevity Steps:

- The existing provision to provide two separate longevity steps for members at the maximum salary range for three consecutive years will continue.

Hazard Pay:

The parties agreed to continue to pay hazard pay for all bargaining unit members as follows:

- FY 2025-2026: 2% Hazard pay
- FY 2026-2027: 3% Hazard pay
- FY 2027-2028: 4% Hazard pay

Shift Differentials:

Shift differentials will continue to be received as follows:

- **10%** of base pay for those on an 11.5-hour schedule starting at 5:00 PM or later.
- **5%** of base pay for 8 or 10-hour schedules starting at 12:00 PM or later.
- **10%** of base pay for 8 or 10-hour schedules starting at 9:00 PM or later.

Specialty Unit Pay/Incentives:

Increases were agreed upon for several specialty assignments, including:

- **2.5%** for Tactical Response Team, Active Instructors/Certified ITW, and qualifying Command School completion.
- **5%** for Mounted Patrol, K-9/Traffic Sections (plus 10 additional PTO hours per quarter for Motors Unit), Field Training Officers/Sergeants, Community Outreach, and CIB.
- **2%** for all employees assigned to Patrol Section, OR
- **2%** increase for members not receiving Patrol Pay or other specified specialty pays (maximum supplemental pay is capped at **10%**, excluding shift, patrol, and hazard pay).

- **Grievance and Arbitration Procedures:**

The parties agreed to continue to provide management with the right to discipline for up to a five-day suspension or less without being able to challenge for arbitration. This provision allows that, after a predetermination hearing, the City Manager's decision is final and not subject to any further appeal or expense.

LEGISLATIVE ACTION: (IF APPLICABLE)

Date:	Resolution/Ordinance No.	Comments
08/09/2022	Resolution No. 22-150	Approved

FINANCIAL INFORMATION: (IF APPLICABLE)

No.	Amount	Account No.	Source of Funds
I.	0.00		
Total:	0.00		

Fiscal Impact Statement: The Fiscal Impact for the proposed item was included in the FY 25-26 budget proposal under 001.60005.500121 Full Time Salaries- Sworn

STRATEGIC PLAN ALIGNMENT:

How does this item align with the City's Strategic Plan?

ATTACHMENT(S):

- A. Collective Bargaining Agreement
- B. Resolution