



Memorandum

Date: September 11, 2024

To: Honorable Mayor and Councilmembers

Via: Ray Valdes
City Manager

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

Subject: **Continued Pilot Program for Police 11.5 Hour Shifts**

Introduction

On June 14, 2023, the Mayor and City Council adopted the attached Resolution, authorizing the execution of a Memorandum of Understanding Between the City of Doral and the South Florida Police Benevolent Association, Inc. (hereinafter "PBA"). The Resolution and MOU creates a six (6) month Pilot Program that temporarily amends the current Collective Bargaining Agreement at Articles 21, 31, 33 and 36 as it relates to shift length and collaterally-related Articles. Both the City of Doral and the PBA have found that the 11.5 hour shift length has been beneficial for patrol officers and sergeants. It is recommended that the City Council execute the proposed resolution authorizing the City Manager to be able to continue the Program for officers and sergeants for up to three (3) additional six (6) month periods.

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. The City and the PBA are desirous of continuing the six (6) month Pilot Program temporarily amending the current CBA at Articles 21, 31, 33 and 36, as it relates to shift length and collaterally-related Articles.

Fiscal Impact: The fiscal impact is estimated to be approximately \$15,000.00.

Recommendation

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