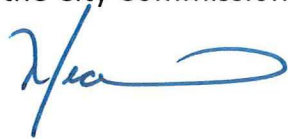




INTEROFFICE MEMORANDUM
FROM THE OFFICE OF THE
CITY MANAGER

TO : The Honorable Mayor and Members of the City Commission
FROM : Nicholas C. Mimms, P.E., City Manager 
RE : **IUPA Collective Bargaining Agreement – Agenda Item for 4/18/16 City Commission Meeting**
DATE : April 18, 2016

The Collective Bargaining Agreement with the International Union of Police Associations (IUPA) is scheduled for the City Commission's consideration and approval at the April 18, 2016 meeting.

Below is a summary of the major highlights in the agreement provided by the Human Resources Manager:

1. Provides officers with an 8% raise
2. Provides language that shortens the grievance process
3. Provides language that allows more flexibility to respond to emergencies with shift changes
4. Provides language that pays K-9 handlers in a more productive manner
5. Gives more flexibility for officers to donate sick time to other officers
6. Allows for the cross-training of officers in order to provide training

Mr. Browning will be present at the meeting to respond to your questions.

NCM:jdr