FAU
BOARD OF TRUSTEES
Florida Atlantic University

Item: PC: A-1.

PERSONNEL & COMPENSATION COMMITTEE

April 15, 2009

SUBJECT: Approval of new proposed Article 23 (Wages) in the existing FAU BOT/PBA Collective Bargaining Agreement

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PROPOSED COMMITTEE ACTION

Approval of amended Article 23 (Wages), as negotiated as part of the 2008-2009 contract reopener, to be integrated into the existing Collective Bargaining Agreement for 2007-2010 between the Florida Atlantic University Board of Trustees and the Palm Beach County Police Benevolent Association (PBA).

BACKGROUND INFORMATION

The current PBA contract is in effect through September 30, 2010. The parties negotiated for annual reopeners at which each side may open up to two articles for negotiations. Article 23 (Wages) is automatically open for negotiations each year.

For the 2008-2009 reopener, the parties decided to withdraw its proposals for changes to articles and only negotiate Article 23. On March 24, 2009, the parties agreed to a $1000 non-recurring lump sum bonus payable within 30 days of ratification, and a 1% base salary increase effective upon ratification by the Board of Trustees. The new Article 23 has already been ratified by the membership of the PBA. The agreement is being presented to you today to decide whether to recommend ratification to the full Board of Trustees.

IMPLEMENTATION PLAN/DATE

Effective upon BOT approval.

FISCAL IMPLICATIONS

One-time bonus and police employees' regular salary increase funded from Clearwire lease funds for the current year, and thereafter by the FAU E&G Budget.

Supporting Documentation: Proposed Article 23

Presented by: Charles Lowe, Police Chief and Director of Public Safety, and Lawrence F. Glick, Associate General Counsel (561) 297-3007

ARTICLE 23
WAGES

23.1 A. In accordance with the salary increase guidelines approved by the Florida Atlantic University Board of Trustees, each eligible full time employee shall receive a one percent (1%) base salary increase effective upon ratification by the parties.

B. The Board of Trustees has committed additional funds to provide each eligible full time employee with a $1,000 non-recurring, lump-sum bonus payment payable within 30 days after ratification by the parties. Eligible part-time employee shall receive a payment prorated based on the full-time equivalent of the position held.

C. Eligible employees are employees who were hired no later than May 1, 2008, and who, during the one year period immediately preceding the increase, have had consistent, effective and sustained satisfactory performance, with no disciplinary actions, who have not received overall appraisal ratings of "Needs Improvement" or "Below Standards"; and who have not had their probationary period extended for cause of discipline or sub-standard performance.

23.2 Additives for Special Assignments.

A. When a Corporal or Law Enforcement Officer is utilized to train a new employee as part of the department's Field Training Program, the employee will be compensated during the period of assignment at $15.00 per day.

B. In order to be eligible to receive the FTO additive, the Corporal or Officer must have successfully completed the state approved Field Training Officer course.

C. Each employee assigned to Motors (motorcycle patrol) shall be paid an additional five percent (5.0%) of base pay during such assignment.

D. Each employee assigned to the department's bicycle patrol function shall be paid an additional five percent (5.0%) of base pay during such assignment.

Approved: _____
For the FAU Board of Trustees

Date: 3/24/09

Approved: _____
For the PBA

Date: 3/24/09

23.3 Pay Ranges.

The pay ranges for each of the respective ranks will be as follows:

Officer:	$34,500 - $54,500
Corporal:	$35,000 - $62,000
Sergeant:	$40,000 - $72,000

Approved: _____
For the FAU Board of Trustees

Date: 3/24/2009

Approved: _____
For the PBA

Date: 3/24/09

Memorandum of Understanding

March 24, 2009

FAU BOT and PBA have tentatively agreed to Article 23 (Wages) and agreed to withdraw all other articles previously open for negotiations this year.

Proposed Articles 13, 25 (new – Take Home Vehicles), 7, 16 are the articles withdrawn.

The withdrawal of Articles 13, (new) 25, 7 and 16 is based on the above tentative agreement on Wages – Article 23.

/s/ Lawrence F. Glick

Lawrence F. Glick, Esq.

/s/ Lawrence K. Fagan

Lawrence K. Fagan, Esq.