



FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.

The Voice of Florida's Law Enforcement Officers

February 11, 2010

VIA HAND-DELIVERY

Senator Jeremy Ring, Co-Chair
Representative Robert C. Schenck, Co-Chair
Joint Select Committee on Collective Bargaining

Governmental Operations Committee
Room 525 Knott Building
Tallahassee, Florida 32399

Re: Response to Impasse Inquiry— Florida Highway Patrol Unit

Dear Senator Ring and Representative Schenck:

As requested by the Joint Select Committee on Collective Bargaining you will find attached the updated bargaining proposals presented by the Florida PBA to the Department of Management Services (DMS) for the 2010-2011 fiscal year. The parties are anticipating a three-year collective bargaining agreement. The Association recognizes that the parties have reached "statutory" impasse; however, it believes that real impasse has not been reached. We remain hopeful that further agreements can be finalized with Governor Crist and DMS.

While there are a number of articles that remain in dispute, the primary focus of the Association is the wage article, Article 25. DMS' wage proposal is not acceptable under the current circumstances for several reasons. First and foremost, it will not allow the State to recruit and retain qualified troopers and supervisors.

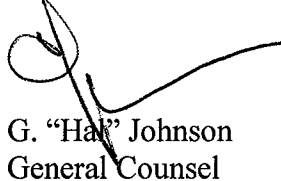
The Association is confident that if inquiry is made to the Florida Highway Patrol command staff they will advise you that: (1) the State's wages are not competitive with local law enforcement agencies, (2) the wage "gap" between State wages and those on the local level is only increasing even in these difficult economic times, and (3) it is increasingly difficult to recruit and retain highly qualified troopers. The Florida PBA's general wage and loyalty bonus proposal addresses this critical State need and wage problem. It moves the State toward a more competitive wage and, more importantly, places the State in a position to retain its dedicated, veteran troopers. *See*, Article 25 proposal.

The remaining Association proposals are largely self-explanatory and best-addressed in face-to-face negotiations at the bargaining table. With the permission of the committee, the Florida PBA intends to continue its negotiations with DMS in an effort to reach a mutually agreeable resolution to the issues outlined in our proposals. We will keep the committee apprised as the negotiations move forward.

Senator Jeremy Ring, Co-Chair
Representative Robert C. Schenck, Co-Chair
Joint Select Committee on Collective Bargaining
February 11, 2010
Page Two

Thank you for your attention to the process and the opportunity to advise you on the status of our negotiations. The Florida PBA waives its appearance before the committee on February 15, 2010; however, if there are questions about the PBA proposal, please direct them to the undersigned at (850) 222-3329, ext. 406.

Respectfully,



G. "Hal" Johnson
General Counsel

GHJ/mkb

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Response to Impasse Inquiry – State Law Enforcement Unit, has been furnished, by Facsimile and U.S. Mail, to **MICHAEL MATTIMORE**, Esquire, *Allen, Norton and Blue, P.A.*, 906 N. Monroe Street, Suite 100, Tallahassee, Florida 32303 and to **RICHARD MCLELLAN**, Florida Department of Management Services, 4050 Esplanade Way, Suite 260M, Tallahassee, Florida 32399-0950, this 11th day of February, 2010.



Of Counsel

c: Bill Smith, President
Florida Highway Patrol Chapter



The Voice of Florida's Law Enforcement Officers



Florida Highway Patrol Unit
Proposals for Successor Agreement 2010-2013
December 23, 2009

*WAGES, Article 25, Section 1 -- The Florida PBA proposes the State adopt the following wage proposal for employees in the bargaining unit:

- (a) Effective July 1, 2010, all bargaining unit employees will receive a one-time \$1500 loyalty bonus if they have one or more years of service with the department in a bargaining unit position.
- (b) Effective October 1, 2010, all bargaining unit employees will receive a five (5%) percent competitive pay adjustment to their September 30, 2010 base rate of pay.

*Continue emergency, deployment benefit.

Other proposals:

INSURANCE BENEFITS, Article 27 -- (a) The Florida PBA and State agree to maintain health insurance benefits, deductible and employee health insurance premiums at their current levels, and (b) the parties agree to study implementation of individual health retirement accounts for bargaining unit employees.

COURT APPEARANCES, Article 24, Section 4 – The Florida PBA and State agree that the minimum hours for court time shall be four (4) hours.

DISCIPLINARY ACTION, Article 10, New Section – The Florida P.B.A. and State agree that suspensions of outside employment rights shall be considered discipline under subsection A and subject to the contractual grievance procedure.



Florida Highway Patrol Unit
Proposals for Successor Agreement 2010-2013
December 23, 2009

SENIORITY, Article 15, Section 2 – The Florida P.B.A. And State agree to add “zone preference” under the Seniority Application section of the article.

PERSONAL PROPERTY – REPLACEMENT, Article 19, Section D – The Florida P.B.A. and State agree to add “personally owned rifles” under this section with a reimbursement value of \$1,500.

DURATION, Article 35, Section 1 – The Florida P.B.A. and State agree to a three-year agreement effective July 1, 2010 through June 30, 2013. [Entire agreement articles to be modified to reflect appropriate fiscal years for negotiating reopeners.]

THE FLORIDA PBA RESERVES THE RIGHT TO ADD ADDITIONAL PROPOSALS AFTER FURTHER REVIEW OF THE CURRENT AGREEMENT.