City of Naples

City Council Minutes

Special Meeting Nov. 14, 1984

City Council Chambers 735 Eighth Street South Naples, Florida 33940

	-9	SUBJECT-	- A Z - Z Bay	Ord. No.	Res. No.	Page
of the City o	f Naples, to hear	A-176,(d)(3), of the Cod input with respect to re g the International Asso	commendations	 		1,2,
of the City o	f Naples, to hear	A-176,(d)(3), of the Cod input with respect to re g the Fraternal Order of	commendations	elő by		2 &3
ACTION to resol International Police	ve disputed impass Association of Fi	e issues concerning cont refighters and the Frate	racts with the rnal Order of	je /		2 &3
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CITY COUNCIL MINUTES Special Meeting

Date November 14, 1984

Time 10:05 a.m.



City Council Chambers 735 Eighth Street South Naples, Florida 33940

Mayor Billick called the meeting to order and presided as Chairman ROLL CALL: Present: Stanley R. Billick Mayor M S 0 E В R. B. Anderson T C S William E. Barnett I 0 E COUNCIL William F. Bledsoe 0 N NN MEMBERS Lyle S. Richardson N D S OT Wade H. Schroeder Kenneth A. Wood Councilman Also present: David Dampier, Assistant Franklin C. Jones, City Manager Police Chief David W. Rynders, City Attorney Mark Wiltsie, Assistant to Roger Barry, Community the City Manager Development Director Steve Brown, Personnel Director Tom Smith, Assistant Bill Hanley, Finance Director Fire Chief Ellen Marshall Weigand, Paul Reble, Police Chief Norris Ijams, Fire Chief Deputy Clerk See Supplemental Attendance list - Attachment #1 At Mayor Billick's request, City Attorney Rynders explained that during today's proceedings Council must change roles "from being a party to the negotiations to being a neutral legislative body which will decide the dispute between the two parties." He further explained that impasse had been reached with each bargaining unit; both had been heard before a special master; and the City and the bargaining units were now prepared to explain their positions with reference to the special master's recommendations. In addition, he pointed out that despite the fact that the Council had met in executive session with the City staff and discussed the items which had been negotiated, it was now the Council's function to take action to resolve the remaining disputed issues. This meeting must be held in public, he added, but only for the purpose of hearing the presentations of the negotiating parties. Mayor Billick opened the Public Hearing at 10:07 a.m. City Manager Jones referred to the Agenda and noted that the International Association of Firefighters (IAFF) would make their presentation to be followed by the Fraternal Order of Police (FOP) and then the City management would review the presentation they had provided in writing (material on file in the meeting packet in the City Clerk's office) and rebut the statements made by the IAFF and the FOP. Attorney Michael McDonnell, representing the FOP, asked that the City respond to each unit individually following each presentation, to which the City Manager agreed. PUBLIC HEARING pursuant to Sec. 1A-176, (d)(3), of the Code of Ordinances of the City of Naples, to hear input with respect to recommendations of the Special Master concerning the International Association of Firefighters. Sheldon Reed, president of the local IAFF, distributed a brief in support of the firefighter's requests and their substantiation for these requests (material on file in the meeting packet in the City Clerk's office). Celestine Kelly, staff representative of the IAFF, spoke in support of accepting the special master's recommendations. He and Mr. Reed spoke at length on the following points: 7% increase in wages; increase in the percentage of the City's portion of payment for family hospitalization; firefighter's right to chose counsel; and classifying the jobs of rescue worker and fire inspector/investigator.

City Council Minutes Date November 14, 1984		T	E			BS
	COUNCIL MEMBERS	I O N	O N D	Y E S	N O	ENT
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PUBLIC HEARING - International Association ITEM 1 (Cont) of Firefighers (Cont)						
Labor relations attorney Hurtgen, representing City Manager Jones and the City staff, rebutted the arguments presented and criticized the Special Master's recommendations regarding the increase in wages.						

BREAK: Recessed - 11:15 a.m. Reconvened - 11:30 a.m.						
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PUBLIC HEARING pursuant to Sec. 1A-176, (d)(3), of the Code of Ordinances of the City of Naples, to hear input with respect to recommendations of the Special Master concerning the Fraternal Order of Police.						
Attorneys McDonnell and Berry, representing the FOP, made a lengthy presentation in support of the wage increase recommended by the Special Master, which was the only point of contention in this negotiation. Labor relations attorney Hurtgen, representing City Manager Jones and the City staff, spoke in support of the City's position on wage increases and criticized the Special Master's recommendations. In response to a question from Mr. McDonnell about how current the comparative salary survey was, Mr. Hurtgen distributed an updated survey (Attachment #2).						

ACTION TO RESOLVE DISPUTED IMPASSE ISSUES CONCERNING CONTRACTS WITH THE INTERNTIONAL ASSOCIATION OF FIREFIGHTERS AND THE FRATERNAL ORDER OF POLICE.						
After a discussion of the presentations made to Council, Messrs. Anderson, Schroeder and Wood indicated their reluctance to offer any more than the City negotiators had offered for a wage increase. Mr. Richardson suggested a compromise of 3.5%. Mr. Barnett stated his feeling that the increase should be more than that. Mayor Billick stated his belief that the merit system was in need of review and possible revision, but suggested that the staff take that under consideration at a later date.						
MOTION: To offer a 3.5% increase in wages to the International Association of Firefighters.	Anderson Barnett Bledsoe Richardson Schroeder	x		x x x	x	
	Wood Billick (4-3)		х	х	X	
MOTION: To make NO CHANGE in the City's portion of hospitalization for a family policy.	Anderson Barnett Bledsoe Richardson Schroeder Wood Billick (7-0)	х	х	X X X X X X		
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CITY OF NAPLES, FLORIDA				vo	TE	
City Council Minutes Date November 14, 1984	COUNCIL MEMBERS	M O T I O N	SECOND	Y E S	ио	A B S E N
ACTION TO RESOLVE DISPUTED IMPASSE ITEM 3 (Cont) ISSUES (Cont)	MEMBERS	Î		3		-
MOTION: To make NO CHANGE in the City's policy with reference to choosing defense counsel for firefighters.	Anderson Barnett Bledsoe Richardson	х	x	X X X		
	Schroeder Wood Billick (7-0)		21	X X X		
MOTION: To make NO CHANGE in the classification of rescue worker and fire inspector/investigator.	Anderson Barnett Bledsoe Richardson Schroeder	х	x	X X X X		
	Wood Billick (7-0)			X	2	
MOTION: To offer a 3.5% increase in wages to the Fraternal Order of Police.	Anderson Barnett Bledsoe Richardson	х	х	x x x	х	
y a ·	Schroeder Wood Billick (5-2_			x	х	
END PUBLIC HEARING AND ADJOURN: 12:55 p.m.						
Janet Cason Janet Cason				•		
Ellen Marshall Weigand Ellen Marshall Weigand Deputy Clerk						
These minutes of the Naples City Council approved 12/05/84	c.					
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Supplemental Attendance list - Special Meeting, November 14, 1984

Charles Andrews
Harry Rothchild
Gilbert Weil
Sheldon Reed

Peter Hurtgen
Michael McDonnell
Jerry Berry
Celestine Kelly

News Media

Phil Tronolone, TV-9
Jerry Pugh, TV-9
David Fuller, WNOG
Randy Sell, TV-9
Todd Holzman, Naples Daily News

Bev Cameron, WINK, TV-11
Don Goodwin, Naples Star
Curt Johnson, WEVU, TV-26
Mary Armbruster, WEVU, TV-26
Rosemary Harold, Miami Herald

Other interested citizens and visitors.

SALARY RANGE SURVEY

POLICE OFFICER/DEPUTY SHERIFF

(November, 1984)

LO	CAL JURISDICTION		SALARY RANGE
	Naples	2	16,253 - 21,453
	Collier County Sheriff		15,000 - 19,308
	City of Fort Myers		15,132 - 23,192
	City of Cape Coral		14,851 - 24,190
	City of Sarasota	9	21,417 - 23,312
	City of Punta Gorda		15,100 - 21,420
	Lee County	•	15,000 - No Max
sa	Sarasota County		14,592 - 20,478