



City of Naples

City Council Chambers
735 Eighth Street South
Naples, Florida 33940

-SUBJECT-	Ord. No.	Res. No.	Page
<u>PUBLIC HEARING</u> 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 <u>International Association of Firefighters</u>			1,2,3
<u>PUBLIC HEARING</u> 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 <u>Fraternal Order of Police</u>			2 & 3
<u>ACTION</u> to resolve disputed impasse issues concerning contracts with the International Association of Firefighters and the Fraternal Order of Police			2 & 3

152

COUNCIL
MEMBERS

M	S		A
O	E		B
T	C	Y	S
I	O	N	E
O	N	S	N
N	D	O	O
			T

PUBLIC HEARING - International Association of Firefighters (Cont) ITEM 1 (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.

*** ***

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. ITEM 2

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 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS AND THE FRATERNAL ORDER OF POLICE. ITEM 3

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			X	
Barnett				X
Bledsoe			X	
Richardson	X		X	
Schroeder				X
Wood				X
Billick (4-3)		X	X	

MOTION: To make NO CHANGE in the City's portion of hospitalization for a family policy.

Anderson			X	
Barnett	X			
Bledsoe			X	
Richardson			X	
Schroeder		X	X	
Wood			X	
Billick (7-0)			X	

	COUNCIL MEMBERS	MOTION	SECTION	VOTE		ABSENT
				YES	NO	
<u>ACTION TO RESOLVE DISPUTED IMPASSE ISSUES (Cont)</u>						
	<u>ITEM 3 (Cont)</u>					
<u>MOTION:</u> To make <u>NO CHANGE</u> in the City's policy with reference to choosing defense counsel for firefighters.	Anderson Barnett Bledsoe Richardson Schroeder Wood Billick (7-0)	X	X	X X X X X X		
<u>MOTION:</u> To make <u>NO CHANGE</u> in the classification of rescue worker and fire inspector/investigator.	Anderson Barnett Bledsoe Richardson Schroeder Wood Billick (7-0)	X	X	X X X X X X		
<u>MOTION:</u> To offer a <u>3.5% increase</u> in wages to the Fraternal Order of Police.	Anderson Barnett Bledsoe Richardson Schroeder Wood Billick (5-2)	X	X	X X X X X	X	X
END PUBLIC HEARING AND ADJOURN: 12:55 p.m.						
<i>Janet Cason</i> Janet Cason City Clerk	<i>Stanley R. Billick</i> Stanley R. Billick, Mayor					
<i>Ellen Marshall Weigand</i> Ellen Marshall Weigand Deputy Clerk						
These minutes of the Naples City Council approved <u>12/05/84</u>						

154

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 SURVEYPOLICE OFFICER/DEPUTY SHERIFF

(November, 1984)

<u>LOCAL JURISDICTION</u>	<u>SALARY RANGE</u>
Naples	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	21,417 - 23,312
City of Punta Gorda	15,100 - 21,420
Lee County	15,000 - No Max
Sarasota County	14,592 - 20,478