

**CITY OF SANIBEL AND FRATERNAL ORDER OF POLICE AGREEMENT
POLICE OFFICERS AND DISPATCHERS**


PREAMBLE

This three (3) year agreement is entered into effect October 1, ~~2022~~2025, between the City of Sanibel, hereinafter referred to as the "City", and the Florida State Lodge of the Fraternal Order of Police, Inc., hereinafter referred to as the "FOP".

It is the intent and purpose of this agreement to assure a sound and mutually beneficial working and economic relationship between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein the basic and full agreement between the parties concerning wages, hours, and terms and conditions of employment.

There shall be no individual arrangements contrary to the terms herein provided.

 8/21/25

 7/21/25

 8/20/2025

**ARTICLE 1
RECOGNITION**

The City recognizes the FOP as the exclusive bargaining representative as defined in Chapter 447, Florida Statutes, as amended, for all employees employed in the unit defined by the Public Employees Relations Commission in its certification number 1164 issued on June 27, 1997, which certification includes all sworn full-time Police Officers ~~and Dispatchers~~ excluding all others in the Sanibel, Florida, Police Department.

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8/21/25

Officers DRAFT FY26

ARTICLE 4 GRIEVANCE AND ARBITRATION

4.1. DEFINITION

A grievance within the meaning of this contract shall consist of disputes about interpretations and applications of particular clauses of this Agreement and about alleged violations of this Agreement. Nothing in this Agreement shall preclude discussions between employees and the City's supervisors or managers to attempt resolution of problems in employment. Results of performance appraisals are not subject to the grievance procedure; provided, however, that a bargaining unit employee who receives an overall unsatisfactory performance appraisal shall have the right to grieve such appraisal up through Step III of this grievance procedure only. Complaints involving allegations of discrimination or sexual harassment are not subject to the grievance procedure but, may be made pursuant to Section 7-02 of the City's Personnel Rules and Regulations. When employees are relieved of duty with pay pending investigation of an alleged infraction, such action is not subject to the grievance procedure.

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4.2. RULES OF GRIEVANCE PROCESSING

Every grievance hereunder must be in writing and specify: (a) the Article and Section of each Article alleged to have been violated; (b) the alleged conduct violating the Agreement; (c) the date, time, and place of alleged conduct; (d) the identity of the individual(s) committing the alleged conduct; and (e) the remedy sought for the alleged violation. Failure to include all of this information in a grievance shall render the grievance null and void.

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A grievance must be filed within five (5) working days from the date of the disciplinary action taken, or, in a grievance not involving disciplinary action, within five (5) working days from the date the employee could reasonably be expected to have knowledge of the facts constituting the grievance. Only discipline of three (3) days suspension or greater, demotion, or termination may proceed to Step 4; all other discipline may proceed through Step 3 only. Failure to file a grievance within the time required shall render the grievance null and void.

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For purposes of this Article, "working days" are defined as Monday through Sunday.

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The term "filed" as used in this Article shall mean delivered and time-stamped at the City Clerk's Office Monday through Friday 8:00 a.m. to 5:00 p.m., excluding holidays.

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Officers & Dispatchers

Cynthia M. Mance
8/21/2025

Mark Ch 8/21/25
Luan Malumbe
8/21/25

All time limits for filing and further processing of grievances as provided in this Article shall be followed unless mutually extended in writing by the parties to the Agreement. Any grievance not filed or appealed in compliance with said time limits will be deemed settled and shall be foreclosed for all contractual and legal purposes. A grievance not answered within the time limits in this Article shall entitle the aggrieved employee to proceed to the next step.

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The aggrieved employee(s) may request representation by the Union at any meeting where disciplinary action is at issue. However, the unavailability of a Union representative beyond twelve (12) hours shall not be reason for extending any time limits of this Article.

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Nothing in this Agreement shall be construed to prohibit an employee if he so chooses from processing his own grievance without representation by the Union where the adjustment, if any, of said grievance is not inconsistent with the terms of this Agreement.

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All grievances filed by an employee shall be subject to the contractual grievance procedure provided by this Article, unless the employee elects to use the grievance procedure provided under the City's Personnel Rules and Regulations. An employee must elect which procedure he will use when the grievance is filed, and such election shall be binding.

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All grievances will be filed, investigated, presented, appealed, and otherwise processed under this Article during the off-duty hours of the aggrieved employee and the off-duty hours of any Union representative(s).

The Union hereby indemnifies, defends, and holds harmless the City, its officers, officials, agents and employees against any claim, demand, suit, or liability and for all legal fees and costs arising from any action taken or not taken by the Union with respect to processing or not processing grievances under this Article.

At any step of the grievance procedure, the Police Chief and/or the City Manager may appoint a person to act on his/her behalf.

There shall be no grievances filed on behalf of two or more employees.

STEPS

~~The steps shall be the same as that contained in the City's Personnel Rules and Regulations up to Step 4.~~

STEP 1: CAPTAIN

The employee shall present the grievance in writing to the Captain or their designee within five (5) working days from the date of the disciplinary action taken, or, in a grievance not involving disciplinary action, within five (5) working days from the date the employee could reasonably be expected to have knowledge of the facts constituting the grievance. The Captain or his designee shall make a determination in writing to the grievant within five (5) working days.

STEP 2: POLICE CHIEF

If the employee disagrees with the determination of the Captain or their designee, or if the Captain or their designee has not made a timely determination, the grievance may be presented by the employee, in writing, to the Police Chief or their designee within five (5) working days of the Captain's determination or failure to provide a timely determination. The Police Chief or their designee shall, within five (5) working days after receipt of the written grievance, meet with the grievant to hear the grievance. The Police Chief or their designee shall make a determination, in writing, within five (5) working days of receipt of the grievance.

STEP 3: CITY MANAGER

If the employee disagrees with the determination of the Police Chief or their designee, or if the Police Chief or their designee has not made a timely determination, the grievance may be presented by the employee, in writing, to the City Manager or their designee within five (5) working days of the Police Chief's determination or failure to provide a timely determination. The City Manager or their designee shall, within five (5) working days after receipt of the written grievance, meet with the grievant to hear the grievance. The City Manager or their designee shall make a determination, in writing, within five (5) working days of receipt of the grievance.

STEP 4: If a grievance, as defined in this Section, has not been satisfactorily resolved within the grievance procedure, the FOP may request arbitration no later than ~~ten (10)~~five (5) working days after the City Manager's or their designee's response is due in Step 3 of the grievance procedure or is provided, whichever occurs first. The parties shall first attempt to mutually agree upon an independent arbitrator.

If the City and Union fail to agree upon and select an impartial arbitrator*
Fraternal Order of Police & City of Sanibel 2 Officers & Dispatchers
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within seven days after the FOP's request for arbitration, either party may request (and must notify the other party in writing) the Federal Mediation and Conciliation Service to name seven (7) persons who shall be affiliated with neither the City nor the Union, nor be employees of any Federal or State Agency, to serve as an impartial arbitrator. The City and the Union shall each alternately strike three of the persons so named and the seventh remaining person so named shall be the impartial arbitrator. The party bringing the arbitration shall strike the first name. Either party has the right to reject, entirely, the first panel provided by the Federal Mediation and Conciliation Service.

Unless otherwise mutually agreed by the Union and the City, the arbitrator shall hear only one City grievance at a time.

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The arbitrator shall have no power to: add to, disregard, subtract from or modify the terms of this Agreement or any amendments hereto; establish or change any wage or wage structure; or order any change in City practice which is not in violation of the express provisions of this Agreement.

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In the event that a transcript of a hearing before an arbitrator is prepared, the party ordering the transcript shall pay the cost thereof. In the event more than one party desires a copy of the transcript, the cost of said transcript will be paid in proportion to the number of parties requesting the transcript. Neither the Union nor the aggrieved employee or anyone acting on his behalf shall attempt to avoid the cost of a transcript by requesting a copy of the transcript pursuant to the Public Records Act, or otherwise.

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Arbitrator's fees and expenses will be paid by the losing party as defined by the arbitrator.

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In the event an employee rather than the Union elects to invoke arbitration, the employee shall deposit in the Registry of the Clerk of the Court for Lee County an amount of money estimated by the arbitrator to be sufficient to cover the arbitrator's fees and expenses. Such deposit shall be promptly forwarded to the arbitrator upon presentation of a bill for such services following the rendering of the arbitrator's decision.

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Unless mutually agreed otherwise by the parties, the arbitrator shall render a written decision and opinion to the parties as soon as practicable, but in no event after thirty (30) calendar days from the submission of post-hearing briefs, if any, or within thirty (30) days of the close of the hearing if no briefs are to be submitted.

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The decision of the arbitrator is final and binding on all parties to the Fraternal Order of Police & City of Sanibel 3 Officers & Dispatchers
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arbitration. The grounds for appealing any arbitration award rendered pursuant to this Agreement shall be as set forth in Section 682, Florida Statutes; provided, however, that a Florida Circuit Court may also vacate any arbitration award rendered pursuant to this Agreement if it is not based on competent substantial evidence or if it is inconsistent in whole or in part with State or Federal law.

| The arbitrator shall not construe this Agreement in any way that supersedes or preempts applicable laws, ordinances, statutes, or the City of Sanibel Charter.

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| The only obligations binding on the City and the Union are those set forth in the four corners of this Agreement.

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ARTICLE 15


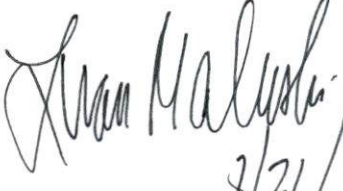
MEDICAL EXAMINATIONS/PHYSICAL FITNESS

15.1. Police Officers shall submit to an annual medical examination, including a semi-annual drug test. The ~~City-city~~ will reimburse the co-pay for the annual medical examination, if any, while the drug test will be at the City's expense. The City shall determine what the medical examination shall consist of and may require the employee to receive the medical evaluation from a specific medical facility/organization.

15.2. Each bargaining unit member covered by this Agreement, ~~except non-sworn Dispatchers, are~~ is required to pass the Physical Abilities Test (PAT) developed by the Chief of Police utilizing industry standards (see Attachment "A") to be eligible for a 1% merit increase for each year of this agreement beginning in Fiscal Year ~~2022~~2026 through 2028.

15.3. Police Officers are encouraged to remain physically fit to perform their assigned duties. Therefore, a fitness center membership allowance of up to \$500 per year, will be reimbursed to Police Officers who join a fitness center and who provide a paid receipt for such membership.


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ARTICLE 17 UNIFORM ALLOWANCE

17.1. The City shall provide uniforms and all other necessary equipment as determined by management. Replacement of any such items shall be on an as-needed basis. Such needs shall be based on normal wear and tear, or damage beyond the control of the officer. Employees shall be responsible for replacement of equipment and uniforms, other than through normal wear and tear, as determined by management.

17.2. Assuming the City's budget permits, Detectives and persons assigned to plain-clothes duty shall receive a clothing allowance of up to five hundred seventy-five dollars (\$575.00) per year for the purchase of clothing, reimbursed by presenting a receipt(s) of purchase with a check request to Human Resources. Undergarments, socks and accessories are not eligible for reimbursement. Shoes are reimbursed under section 17.3, below.

17.3. Sworn personnel shall receive up to one hundred seventy-five-dollar (\$175.00) reimbursement for the purchase of shoes/boots each year by presenting a receipt of purchase with a check request to the Finance Department.

~~17.4. The City shall provide uniform pants and shirts to Dispatchers.~~

Cynthia Marshall 8/21/25
Fraternal Order of Police & City of Sanibel 0

Mr. Cruz 8/21/25
Sharon Malinski 8/21/25
Officers DRAFT FY26

ARTICLE 19 INSURANCE

19.1. The City shall provide each qualified employee with access to a qualified health insurance plan, insurance coverage that is substantially the same basic cafeteria plan as provided to other City employees. The City will pay 100% of the health insurance coverage premiums for sworn Police Officers through a cafeteria plan. ~~and eligible family members for the basic cafeteria healthcare plan.~~ Police Officers who elect to cover their spouse, children or family, will have a cost share in each fiscal year of this agreement beginning in Fiscal Year 2026, through Fiscal Year 2028. The city will pay the larger premium share, and the employee will pay the smaller premium share in all three fiscal years, as follows:

<u>Fiscal Year 2026</u>	<u>90% / 10% Medical Premium Share</u>
<u>Fiscal Year 2027</u>	<u>85% / 15% Medical Premium Share</u>
<u>Fiscal Year 2028</u>	<u>80% / 20% Medical Premium Share</u>

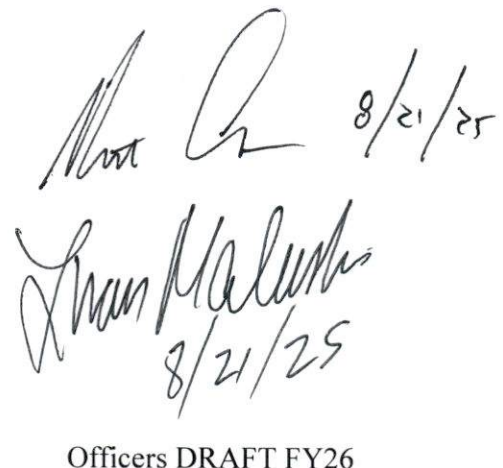
The cafeteria plan ~~for fiscal year 2021-2022~~ is a high deductible health plan (HDHP) with a health savings account (HSA) plan option. ~~deductible health savings account (H.S.A.) healthcare plan.~~

19.2. The discretionary spending allotment of the cafeteria allowance (\$125.70) will remain unchanged.

~~19.3. The supplemental allowance for dependent healthcare coverage granted to general employees will be granted to Dispatchers.~~

~~19.4. Employees have the option to buy up to a higher cost health insurance plan.~~


Crystal Marshall 8/21/25
Fraternal Order of Police & City of Sanibel 0


Juan Malumbres 8/21/25
Officers DRAFT FY26

ARTICLE 21 RETIREMENT BENEFITS

21.1. The City shall continue to provide the employees covered by this Agreement with a retirement plan as funded and approved by the City Council from year to year. The ~~City~~city agrees that prior to implementing any changes in the current pension plans for bargaining unit members, it will negotiate the impact of such changes with the Union. Bargaining unit employees will contribute an additional three percent of earnings to receive a supplemental retirement benefit, if covered by the Police Officers' Pension Plan.

21.2. A participant of the Police Officers' Pension Plan may not have more than 300 hours of overtime compensation annually included as pensionable income for retirement calculation purposes.

21.3. Defined Contribution Plan

- Minimum contribution of 5%; the ~~City~~city match is 5%
- Contributions 6% to 10%; the ~~City~~city match is 50% of the employee Contribution
- ~~Dispatchers/Senior Dispatchers must participate in the Defined Contribution Plan, unless grandfathered in the Defined Benefit Plan.~~

21.4. Use of Insurance Premium Tax Revenues (IPTR)

In accordance with the State of Florida Chapter 185 legislation, the parties mutually agree to use all IPTR previously accumulated and prospectively received to reduce the ~~City's-city's~~ annual contribution to the Sanibel Municipal Police Officers' Retirement Trust Fund.

Cynthia Marshall 8/21/25
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Mark Ch... 8/21/25
Shawn Malinski
8/21/25

Officers DRAFT FY26

ARTICLE 22 HOURS OF WORK AND OVERTIME

22.1. Overtime at time and one half shall only be paid after 80 hours worked in a 14-day cycle. ~~Overtime for Dispatchers shall be paid after 40 hours in a 7-day cycle.~~ Compensatory time may be provided in lieu of overtime in accordance with the City's Personnel Rules and Regulations.

22.2. The receipt of holiday pay (hours ~~paid, but paid but~~ not worked on a holiday) during a scheduled workweek shall not be counted as hours worked in determining eligibility for overtime. Hours actually worked on a holiday will count toward eligibility for overtime.

22.3. Any authorized leave during a scheduled ~~workweek~~ work week (e.g., vacation, medical, personal, jury duty, blood donation) shall not be counted as hours worked in determining eligibility for overtime.

22.4. Bargaining unit members shall be given a shift differential of 10% of ~~hourly~~ the hourly rate, per hour for hours worked between 5:00 p.m. and 5:00 a.m. If any change is made in the starting and ending times for each shift, the shift differential may be adjusted accordingly.

22.5. Employees' hours of work, including starting and ending times for each shift, shall be at the sole discretion of management.

22.6. In the event an employee is required to work overtime, he or she will not be required to use annual leave nor be placed in a "leave without pay" status during the work period ~~in order to~~ to offset the overtime hours worked.

22.7. An employee called out to work during off duty hours will receive a minimum of two hours pay at straight time or overtime rates, whichever is applicable.

22.8. Any employee that is required to alter or modify their shift or normally scheduled work hours at the direction of the administration shall be given at least seven (7) days' notice prior to implementation of the change. This prior notification shall not be required in the case of a City declared emergency, staffing shortages, illness among staff members, and other declared department emergencies or exigent circumstances declared by the Police Chief.

22.9. Management shall not adjust an employee's ~~schedule as~~ schedule to avoid overtime during a ~~current~~ pay period.

[Signature] 8/21/25

[Signature] 8/21/25
Cynthia Mansell

[Signature] 8/21/25

22.10. Compensatory time off is granted at the discretion of management when requested by the employee. If compensatory time off is awarded, the total compensatory time accrued shall not exceed 60 hours. All accrued compensatory time off at the end of each fiscal year will be paid at the employee's regular hourly rate of pay.

**ARTICLE 24
COMPENSATION**

- 24.1. Wages for ~~fiscal year 2022-2023 will be increased 6% this multi-year agreement, effective October 3, 2022 will increase effective in the first full pay period of each fiscal year, which begins October 1st each year, as follows:~~

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~~Fiscal Year 2026 6%~~

~~Fiscal Year 2027 6.5%~~

~~Fiscal Year 2028 7% and a 1% Lump Sum Bonus on Base Pay~~

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- 24.2. -Police Officers will receive a 1% merit increase upon successfully passing the Physical Abilities Test (PAT) administered by the Sanibel Police Department. Merit increase shall be payable beginning the first pay period following the date of successful passing of the PAT.

24.3. INCENTIVE PAY INCREASES:

a. SENIOR OFFICER STATUS:

- (1) Police Officers may earn an additional ½% pay increase upon successfully completing each of the following courses:

- Developing and Maintaining a Sound Organization
- Line Supervision Course (internet-based training or on-site attendance)
- Mid-Management Course (self-study with supervised examination)

- (2) The City will pay the tuition costs for the courses, but the employee must attend on his/her own time.

- b. ~~DISPATCHER: A Dispatcher may earn an additional 1½% pay increase by successfully completing 120 hours of training in communications, customer service and citizen/public relations as approved by the Chief of Police.~~

- c. Police Officers who successfully pass the Cooper Physical Fitness Test as structured by the Police Chief will be eligible to receive a \$500 bonus every 6 months. The test will include sit ups; swimming; push-ups; 1.5 mile run or 3-mile walk depending on age; and treading water.

Sharon Malumbe 8/21/25

Sharon A. 8/21/25

Cynthia Russell 8/21/25

24.4. Any future compensation adjustments beyond the expiration of this Agreement shall be subject to negotiations between the parties.

24.5. Police Officers will receive a longevity payout based on the years of service as reflected in the schedule below during their annual anniversary month of service.

Years of Service	Longevity Payout
1-10	\$1,000
11-14	\$1,500
15-19	\$2,000
20-24	\$2,500
25+years	\$3,000

24.6. The eligibility period for longevity pay and merit pay, if authorized, will be extended by the number of days of unpaid absence during the eligibility period.

24.7. Police Officers assigned as a Field Training Officer (FTO) overseeing the progress of new hires will receive 5% incentive pay for hours served as an FTO.

24.8. Police Officers with proven fluency in a language other than English and as identified by city policy as eligible for bi-lingual pay, shall receive a monthly incentive payment of \$40.

24.9. The pay bands for Police Officer, Police Sergeant and Police Lieutenant job classes shall be adjusted by 5% on the minimum and maximum each fiscal year of this agreement beginning with Fiscal Year 2026 and ending with Fiscal Year 2028.

24.8. Seniors Dispatchers who are assigned to training of new hire Senior Dispatchers will receive 5% incentive pay for hours served training.

ARTICLE 28
CAPE CORAL BRIDGE TRANSPONDER

The City will provide those employees who reside in Cape Coral and use the toll bridges for the cost of the annual unlimited transponder and will fund the cost of the unlimited transponder for the term of this agreement unless the employee receives a ~~City~~city take-home vehicle. ~~In the event that~~If an employee who is authorized a take-home vehicle declines the vehicle, a transponder will be provided to the employee and the take-home vehicle will not ~~be made~~ available to that employee again during the life of the annual transponder provided.

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[Signature]
8/21/25

[Signature] 8/21/25
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Officers DRAFT FY26

ARTICLE 33
DISPATCHERS

~~Dispatchers will only be transferred voluntarily in accordance with City of Sanibel Rules and Regulations Section 4-05.~~

Mr. G 8/21/25

Shawn Malinski
8/21/25

Capt. [Signature] 8/21/2025
Fraternal Order of Police & City of Sanibel 0

Officers DRAFT FY26

ARTICLE 3534
DURATION

35.1. This Agreement shall be effective ~~upon ratification by both parties and shall remain in full force and effect until September 30, 2025. The City and FOP agree that Article 24 Compensation and one additional article by each within this agreement that either party desires to reopen, shall be subject to negotiations in years two and three of the contract. If either party desires to engage in negotiations prior to the expiration of this agreement, notice must be given no later than May 1st of years two and three of the contract. This Agreement shall remain in full force and be effective during the period of negotiations, except as otherwise provided. on October 1, 2025, or upon ratification by both parties, whichever comes later, and shall remain in full force and effect until September 30, 2028.~~

35.2. This agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be effected, modified, altered, or changed to the detriment of the other party in any respect whatsoever by the consolidation, merger, sale, transfer, lease, or assignment or either party hereto or of any separable, independent segment or either party hereto.

In witness whereof, the parties hereto have set their hands this ____ day of _____, _____.

FOR THE FOP:

By: _____

~~Officer John Eicher~~ Sgt. Matthew Casola
Sanibel FOP Acting President

FOR THE CITY:

By: _____

Dana A. Souza
City Manager

Date: _____

8/21/25

By: _____

~~Doug Muller~~ Luan Malushi
FOP FL State Lodge Labor Representative
Resources Director

Date: _____

By: _____

Crystal Mansell 8/21/25
Crystal Mansell
~~Administrative Services~~ Human

Date: _____

8/21/25

Date: _____

CITY OF SANIBEL AND FRATERNAL ORDER OF POLICE AGREEMENT
POLICE OFFICERS AND DISPATCHERS

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**AMENDED
TENTATIVE AGREEMENTS
SIGNED**

9/04/2025

**POLICE OFFICERS BARGAINING UNIT
AND
POLICE SERGEANTS & LIEUTENANTS
BARGAINING UNIT**

17.3. Sworn personnel shall receive up to one hundred seventy-five-dollar (\$175.00) reimbursement for the purchase of shoes/boots each year by presenting a receipt of purchase with a check request to the Finance Department.

ARTICLE 18 SAFETY

18.1. The City agrees to comply with Section 5-01 of the City's Personnel Rules and Regulations.

18.2. The Department may employ persons in light-duty capacities, or persons may be assigned to other departments. Employees working in a light-duty job shall be paid at their regular rate of pay.

ARTICLE 19 INSURANCE

19.1. The City shall provide each qualified employee with access to a qualified health insurance plan, as provided to other City employees. The City will pay 100% of the health insurance premiums for employee-only coverage for sworn Police Officers through a cafeteria plan. Police Officers who elect to enroll in employee plus cover their spouse, children or family, will have a cost share in each fiscal year of this agreement beginning in Fiscal Year 2026, through Fiscal Year 2028. The city will pay the larger premium share, and the employee will pay the smaller premium share in all three fiscal years, as follows:

Fiscal Year 2026	90% / 10% Medical Premium Share
Fiscal Year 2027	85% / 15% Medical Premium Share
Fiscal Year 2028	80% / 20% Medical Premium Share

The cafeteria plan is a high-deductible health plan (HDHP) with a health savings account (HSA) plan option.

19.2. The discretionary spending allotment of the cafeteria allowance (\$125.70) will remain unchanged.

ARTICLE 20 MEDICAL AND PERSONAL LEAVE

20.1. All eligible employees will be provided with medical leave pursuant to Section 3-07 of the City's Personnel Rules and Regulations.

**CITY OF SANIBEL AND FRATERNAL ORDER OF POLICE
SERGEANTS' AND LIEUTENANTS' AGREEMENT**

**ARTICLE 18
SAFETY**

18.1. The City agrees to comply with Section 5-01 of the City's Personnel Rules and Regulations.

18.2. The Department may assign injured employees to light duties within the department or assign to another department, if necessary. Employees working in a light-duty status shall be paid at their regular rate of pay.

**ARTICLE 19
INSURANCE**

19.1. The City shall provide each qualified employee with access to a qualified health insurance plan, as provided to other City employees. The City will pay 100% of the health insurance premiums for employee-only coverage for sworn Police Officers through a cafeteria plan. Police Officers who elect to enroll in employee plus spouse, children or family, will have a cost share in each fiscal year of this agreement beginning in Fiscal Year 2026, through Fiscal Year 2028. The city will pay the larger premium share, and the employee will pay the smaller premium share in all three fiscal years, as follows:

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The cafeteria plan is a high-deductible health plan (HDHP) with a health savings account (HSA) plan option.

19.2. The discretionary spending allotment of the cafeteria allowance (\$125.70) will remain unchanged.

**ARTICLE 20
MEDICAL AND PERSONAL LEAVE**

20.1. Employees will be provided medical leave pursuant to Section 3-07 of the City's Personnel Rules and Regulations.

20.2. The City agrees to continue with its current policy of payment for 25% or accumulated medical time payable to those employees that terminate employment in good standing.

**CITY OF SANIBEL AND FRATERNAL ORDER OF POLICE
SERGEANTS' AND LIEUTENANTS' AGREEMENT**

PREAMBLE

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It is the intent and purpose of this agreement to assure a sound and mutually beneficial working and economic relationship between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein the basic and full agreement between the parties concerning wages, hours, and terms and conditions of employment.

There shall be no individual arrangements contrary to the terms herein provided.

**ARTICLE 1
RECOGNITION**

1.1. The City recognizes the FOP as the exclusive bargaining representative as defined in Chapter 447, Florida Statutes, as amended, for all employees defined by the Public Employees Relations Commission in its certification number 1927 issued on January 16, 2018, and modified on March 4, 2024, which certification includes all sworn law enforcement personnel in the classification of Police Sergeant and Police Lieutenant, excluding all others in the Sanibel, Florida, Police Department.

**ARTICLE 2
FOP REPRESENTATIVES**

2.1. The FOP shall be represented by no more than two (2) local representatives or their two (2) designees at any one time. The representatives or their designees will be members of the bargaining unit covered by this Agreement.

2.2. The FOP agrees to notify the City Manager and the Chief of Police in writing the names of the two local representatives and the two designees during the term of this Agreement. No representative shall engage in any union-related matters during work time, without the permission of a Lieutenant, Deputy Police Chief or the Police Chief.

Fraternal Order of Police & City of Sanibel

1

Police Sergeants and Lieutenants
10/01/2025 – 09/30/2028

Matthew Casola
Matthew Casola (Sep 3, 2025-09-30-24 EDT)

03/09/2025

Matthew Casola 9/4/2025






Post TA edits FOP CBA both units 09.03.2025

Final Audit Report

2025-09-04

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Crystal Mansell 9/4/2025



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