

RESOLUTION NO. 2021-072

RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF HIALEAH, FLORIDA, RATIFYING AND APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE FRATERNAL ORDER OF POLICE LODGE NO. 12 AND THE CITY OF HIALEAH PROVIDING AN AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT EFFECTIVE THROUGH SEPTEMBER 30, 2021 PERTAINING TO THE ESTABLISHMENT OF A POLICE RECRUIT PROGRAM

WHEREAS, the collective bargaining agreement between the Fraternal Order of Police Lodge No. 12 ("FOP") and the City of Hialeah ("City") is in effect until September 30, 2021 ("the CBA");

WHEREAS, the City has numerous police officer vacancies and there is an urgent need to hire and train individuals to perform law enforcement duties;

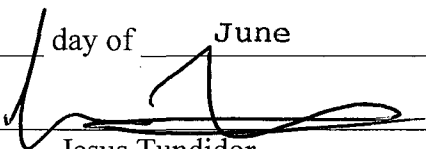
WHEREAS, the City and the FOP which to enter into a Memorandum of Understanding to establish a police recruit program whereby the City would sponsor individuals by paying for the costs of attending a police academy (*Attachment 1*);

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF HIALEAH, FLORIDA, THAT:

Section 1: The Mayor and the City Council of the City of Hialeah hereby ratify and approve the Memorandum of Understanding between the Fraternal Order of Police Lodge No. 12, and the City of Hialeah, Florida.


Section 2: This resolution shall become effective upon ratification by the Mayor and the City Council of the City of Hialeah, Florida.

PASSED AND ADOPTED this 8 day of June, 2021.

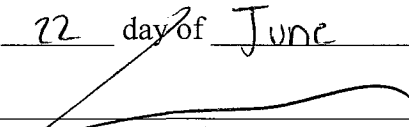


Jesus Tundidor
Council President

Attest: Approved on this 22 day of June, 2021

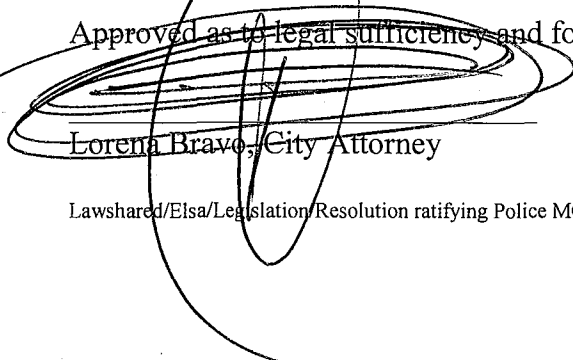
for: 

Marbelys Patjo, City Clerk



Mayor Carlos Hernandez

Approved as to legal sufficiency and form:



Lorena Bravo, City Attorney

Resolution was adopted by 6-0-1 vote with Councilmembers, Cue-Fuente, De la Rosa, Hernandez, Perez, Tundidor, and Zogby voting "Yes" and with Council Member Garcia-Roves absent.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF HIALEAH &
FRATERNAL ORDER OF POLICE, LODGE NO. 12
REGARDING CITY SPONSORED POLICE RECRUIT

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between City of Hialeah (“CITY”) and Fraternal Order of Police, Lodge No.12 (“FOP”), collectively referred to herein as “PARTIES.”

WHEREAS, the CITY entered into a collective bargaining agreement (“CBA”) with the FOP which is effective from August 14, 2018 through September 30, 2021;

WHEREAS, the CITY has numerous police officer vacancies and there is an immediate need to hire and train individuals to perform law enforcement duties;

WHEREAS, it is in the CITY’s best interest to recruit and hire individuals to attend a police academy;

NOW, THEREFORE, in consideration of the mutual promises contained herein and other good and valuable consideration, the following is hereby agreed between CITY and FOP:

1. The CITY will hire individuals, as needed, as Police Recruits and sponsor them through a police academy.
2. A Police Recruit shall be paid a salary of \$1,500 biweekly until certified by the State of Florida as a law enforcement officer. The \$1,500 biweekly salary shall constitute Step 1 of Range 61 of the Police Officer salary schedule contained in Article 30 (*Pay Plan*) of the CBA.
3. Once a Police Recruit is certified by the State of Florida as a law enforcement officer, the salary shall be in accordance with Range 61, Step 2 of a Police Officer salary schedule contained in Article 30 (*Pay Plan*) of the CBA.
4. The CITY shall require reimbursement of hiring and training expenses from an individual hired as a Police Recruit who is sponsored by the CITY to obtain training with a police

academy paid for by the CITY and who leaves CITY employment within 36 months (i.e. 3 years) from the date of being certified by the State of Florida as a law enforcement officer. Hiring and training expenses shall include, but is not limited to, background investigation, pre-employment testing, tuition and training, uniform and equipment.

5. A Police Recruit shall execute an Agreement for Reimbursement of Hiring & Training Expenses and an Agreement for Temporary Employment as a Police Recruit.
6. A Police Recruit's probationary period shall be in accordance with Article 1 (*Definitions*) of the CBA – probationary period and trainee period.
7. This MOU constitutes the entire understanding and agreement between the PARTIES can be modified, amended, or revoked only by written consent of both PARTIES.
8. This MOU shall be interpreted pursuant to the laws of the State of Florida.

THIS MOU is executed by and between the parties on the dates and times as referenced below, in

Miami-Dade County, Florida.



Marlon Espinosa
FOP Union President

Date: 05/25/2021

Carlos Hernandez, Mayor

Date: _____

AS TO LEGAL FORM AND SUFFICIENCY:

LORENA BRAVO, CITY ATTORNEY

Lawshare/Elsa/MOU with FOP Re City Sponsored Recruit