



**FLORIDA STATE LODGE
FRATERNAL ORDER OF POLICE, INC.
LABOR COUNCIL COMMITTEE**



DATE: September 26, 2018

TO: Labor Council Executive Board

FROM: George F. Hachigian, General Counsel's Chief of Staff *GFH*

RE: Staff Representative Shawn Dockery

Staff Representative Shawn Dockery inherited three (3) collective bargaining agreements with the City of Pensacola for Officers, Sergeants and Lieutenants who are members of Lodge 71.

This collective bargaining agreement was set to expire and was up for renegotiations. Staff Representative Shawn Dockery noticed that there were several issues with the articles in the collective bargaining agreement that needed to be modified because they were of a big concern. Staff Representative Shawn Dockery noticed that in the arbitration article the FOP could only request to advance a grievance to arbitration. However, that is where the process stopped. There was no procedure other than to make a request. Also, Staff Representative Shawn Dockery noticed that in the Drug and Alcohol article, that it allowed the City to test a member (by urine or blood) and the results would be sent directly to the Chief of Police. There was no chain of custody and no buffer by using a Medical Review Officer (MRO) to determine if a positive test result was acceptable because the member had a prescription.

Through Staff Representative Shawn Dockery's persistence, he was able to convince the City of Pensacola to agree to a detailed arbitration article in the collective bargaining agreement. Also, he was able to convince the City of Pensacola to modify their Drug Free Workplace Policy to eliminate testing by using blood and establish a MRO to review any positive test results.

Staff Representative Shawn Dockery realized that the Officers, Sergeants and Lieutenants of the Pensacola Police Department were drastically underpaid. Staff Representative Shawn Dockery worked with the members of Lodge 71, candidates running for City Council and some local citizens to forge a united front to bring the low pay to the forefront. Because of his ability get all the concerned parties to work together, the City of Pensacola gave a ten percent (10%) salary adjustment each year to all bargaining unit members.

I would like this commendation placed in Staff Representative Dockery's personnel file for a job well done.