

BROWARD COUNTY POLICE BENEVOLENT ASSOCIATION



DATE: May 7, 2015

TO: Frank Fernandez
Chief of Police

FROM: Jeff Marano
BCPBA President

RE: Step # 1, Association Grievance

This is an Association Grievance being filed pursuant to Article 15 Grievance Procedure and Arbitration. The basis of this grievance is Article 25 Vehicle and Safety Equipment.

ARTICLE 25 (1)

Article 25 (1) states, in summary, that "The City will make a good faith effort to maintain police vehicles, *safety equipment* and police facilities in safe working order."

FACTUAL BACKGROUND

It has come to the attention of the Broward County Police Benevolent Association, ("PBA") that unit members have been directed to order, and then wear as part of their police uniform and safety equipment, a uniform shirt that our members assert poses a threat to their personal safety. Specifically, the City is requiring unit members to wear a Class C shirt that displays a reflective material. This type of material subjects Officers responding to tactical response calls to a greater degree of harm because it draws greater attention to unit members presence and allows those involved in criminal activity to be alerted of law enforcement's presence. This is an extremely dangerous scenario for any officer to be required to be in.

REMEDY REQUESTED

To immediately rescind the May 8, 2015 directive mandated by Lieutenant Cooper directing unit members to place orders for this reflective shirt. Any and all other remedy deemed appropriate by the arbitrator.

*The PBA reserves the right to amend this grievance at subsequent steps.