

MEMORANDUM

September 28, 2021

TO: Honorable Mayor and City Commission

VIA: James Slaton, City Manager

FROM: Sandra D. Davis, Human Resources Director

SUBJECT: Agreement - City of Lake Wales/Police Benevolent Association

SYNOPSIS: The City Commission will consider ratifying the Collective Bargaining Agreement between the City and West Central Florida Police Benevolent Association, Inc.

RECOMMENDATION

It is recommended that the City Commission ratify the proposed amendments to the agreement between the City of Lake Wales and the West Central Florida Police Benevolent Association, Inc.

BACKGROUND

On February 2, 2021, the City Commission approved the collective bargaining agreement between the City of Lake Wales and the Police Benevolent Association, Inc. (PBA) for the period October 1, 2020 through September 30, 2021. The general purpose of the agreement is to provide wages, hours, and other conditions of employment for the employees in the police department bargaining unit of which all are sworn officers in the classification of police officer, corporal or sergeant.

Management staff and the Police Department union representatives have reached an agreement for the period October 1, 2021 through September 30, 2024.

NOTE: The amendments are presented to the City Commission for ratification at this time. The changes to the existing agreement are highlighted below:

Article 16 Wages

16.1 Effective October 1, 2021 employees shall receive a 3% (three percent) cost of living increase.

NOTE: this is the same as general employees and fire department employees.

Article 28 Tuition Aid

28.1 Reimbursement of admission examination, books and/or tuition fees of a maximum of ~~\$1,500~~ \$2,000.00 will be provided by the City per employee per fiscal year for degree curricula as long as the expense is job related and may include on-line classes. Any cost or fees paid from other sources shall not be reimbursable by the City.

38 Duration of Agreement

38.1 This Agreement shall become effective upon ratification by the bargaining unit members and approval and ratification by the Lake Wales City Commission and shall continue in full force and effect until midnight of September 30, 2024.

The City of Lake Wales and the West Central Florida PBA agree that for fiscal years 2022-2023, and 2023-2024 each party has the right to re-open up to two (2) articles in addition to Article 16, Wages.

FISCAL IMPACT

No additional impact to the 21'22 FY Budget.

OTHER OPTIONS

Don't ratify the contract