



Legislation Details (With Text)

**File #:** ID#21-9549    **Version:** 1    **Name:** Approve the collective bargaining agreement as negotiated between the City of Clearwater and Fraternal Order of Police, Clearwater Officers Bargaining Unit Lodge 10 for Fiscal years 2021/2022, 2022/2023, 2023/2024.

**Type:** Action Item    **Status:** Consent Agenda

**File created:** 8/5/2021    **In control:** Human Resources

**On agenda:** 9/2/2021    **Final action:**

**Title:** Approve the collective bargaining agreement as negotiated between the City of Clearwater and Fraternal Order of Police, Clearwater Officers Bargaining Unit Lodge 10 for Fiscal years 2021/2022, 2022/2023, 2023/2024 and authorize the appropriate officials to execute same. (consent)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. FOP Officers 2021-2024 CBA needs City Mgmt Signatures

Date	Ver.	Action By	Action	Result
8/30/2021	1	Council Work Session		

**SUBJECT/RECOMMENDATION:**

Approve the collective bargaining agreement as negotiated between the City of Clearwater and Fraternal Order of Police, Clearwater Officers Bargaining Unit Lodge 10 for Fiscal years 2021/2022, 2022/2023, 2023/2024 and authorize the appropriate officials to execute same. (consent)

**SUMMARY:**

The current collective bargaining agreement between the City of Clearwater and FOP Lodge 10 expires on September 30, 2021. The parties reached a tentative agreement for a new contract which has been ratified by the membership.

The agreement is a three-year agreement providing for a 3% general wage increase (GWI) for all classifications in the first year effective the first pay period in October. It also provides a step pay increase of either 5% or 2.5% depending on years of service and provides for all pay ranges to be adjusted by 3% in the first year. In the second and third year of the agreement, it provides for a 3% general wage increase plus a step pay increase of either 5% or 2.5% depending on years of service and a 3% pay range adjustment for all classifications.

This agreement also provides for the following changes:

Increases standby pay to \$50 per weekday and \$100 per weekend.

The Community Policing Squad, Traffic Section, and School Resource Officers will now receive 5% assignment pay rather than \$40 per pay period.

Increased tuition reimbursement refund amounts to \$1700 for a bachelor's degree, and \$2000 for a master's

degree.

Juneteenth was added as a paid holiday per council approval at the August 5, 2021 meeting.

A vacation sell back program allowing eligible officers to sell back up to 80 hours of vacation in a payroll calendar year was added; program includes vacation utilization requirements.

**APPROPRIATION CODE AND AMOUNT:**

A cumulative estimated value of this agreement over the three year is \$2,953,012. The cost associated with the implementation of this agreement by fiscal year is anticipated to be approximately as follows:

FY 2021/22 \$967,861

FY 2022/23 \$1,002,135

FY 2023/24 \$983,016

Funds are available in the FY 2021/22 budget to cover the first year of this agreement. Future budgets will include the contract costs in the proposed budget.

**USE OF RESERVE FUNDS: N/A**