



Legislation Details (With Text)

File #: ID#21-9551 **Version:** 1 **Name:** Approve the collective bargaining agreement as negotiated between the City of Clearwater and Fraternal Order of Police, Clearwater Supervisors Bargaining Unit for Fiscal years 2021/2022, 2022/2023, 2023/2024.

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

File created: 8/6/2021 **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 Supervisors Bargaining Unit 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 Supervisors 2021-2024 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 Supervisors Bargaining Unit 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 Clearwater Supervisors Bargaining Unit 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 4% 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 4% 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 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 \$887,960. The cost associated with the implementation of this agreement by fiscal year is anticipated to be approximately as follows:

FY 2021/22 \$344,387

FY 2022/23 \$281,617

FY 2023/24 \$261,956

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: