



Legislation Text

File #: ID#19-5821, **Version:** 1

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 2018/19, 2019/2020, and 2020/2021 and authorize the appropriate official to execute same.

SUMMARY:

The current collective bargaining agreement between the City of Clearwater and FOP Lodge 10 expired on September 30, 2018. The parties reached a tentative agreement for a new contract which was 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 after ratification by the Council. 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. It also increases shift differential pay to 10% for the night shift and provides for 5% job assignment pay for officers assigned to Canine in lieu of the \$40 per pay period.

APPROPRIATION CODE AND AMOUNT:

A cumulative value of this agreement over the three-year term is \$2,334,861. The cost associated with the implementation of this agreement by fiscal year is anticipated to be approximately as follows:

FY 2018/19 \$764,901

FY 2019/20 \$772,539 (cumulative total of \$1,537,440 for FY2019/20)

FY 2020/21 \$797,421 (cumulative total of \$2,334,861 for FY2020/21)

Funds are available in the FY2018/19 budget to cover the current year of this agreement. Future budgets will include the contract costs in the proposed budget.