



Legislation Details (With Text)

File #: ID 2020-447 **Version:** 2 **Name:**
Type: Consent - Resolution **Status:** Passed
File created: 12/2/2020 **In control:** Regular City Commission Meeting
On agenda: 1/20/2021 **Final action:** 1/20/2021
Title: RESOLUTION - APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE FEDERATION OF PUBLIC EMPLOYEES FOR THE PERIOD FROM OCTOBER 1, 2020 THROUGH SEPTEMBER 30, 2023; PROVIDING FOR EFFECTIVE DATE.

Sponsors:

Indexes:

Code sections:

Attachments: 1. RESOLUTION, 2. AGREEMENT - FPE CBA 2020-2023, 3. CORRESPONDENCE - RATIFICATION LETTER

Date	Ver.	Action By	Action	Result
1/20/2021	2	Regular City Commission Meeting		

TO: Mayor and City Commission

FROM: Cale Curtis, City Manager

DATE: January 20, 2021

RESOLUTION - APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE FEDERATION OF PUBLIC EMPLOYEES FOR THE PERIOD FROM OCTOBER 1, 2020 THROUGH SEPTEMBER 30, 2023; PROVIDING FOR EFFECTIVE DATE.

BACKGROUND: The following is a brief summary of substantial changes to the Agreement:

- Step plan increase of 2% for each year of the Agreement
- Duration of the pay plan for employees hired after the ratification date of this Agreement shall be based on fifteen (15) years instead of 10 years.
- A onetime reimbursement to be provided to an employee for the cost of training to obtain either a Florida class A, B, or C commercial driver license, and/or endorsements, if the employee is required by the City to obtain the license and/or endorsements to perform his/her job and if the employee is successful in obtaining the license.
- The City will provide advance written notice to the Union of changes to job descriptions.
- All members hired on or after October 1, 2020, may accumulate a maximum aggregate of 300 vacation leave hours.
- An employee hired on or after October 1, 2020, may accumulate a maximum of 1,200 sick leave hours.
- Added granting bereavement leave of three (3) days for a member who suffers the death of a sister-in-law or brother-in-law.
- For retirees under age 65, the health insurance premium rate split changed from 65% to 60% paid by the City and 35% to 40% paid by the retiree.

RECOMMENDATION: For approval.

FISCAL IMPACT: Funded from budgeted FY 2021 monies.

CONTACT PERSON: Cale Curtis, City Manager