

TOWN COMMISSION MEETING AGENDA ITEM TOWN OF LADY LAKE, FLORIDA

AGENDA ITEM TITLE

2017-2019 Agreement between the Town of Lady Lake and the Police Benevolent Association
- Article 14 (Wages)

AGENDA ITEM ID

20180313

DEPARTMENT

Human Resources

STAFF RECOMMENDED MOTION

Staff recommends approval of Article 14 of the 2017-2019 Agreement between the Town of Lady Lake and the Police Benevolent Association, as presented.

SUMMARY

The Town received notification of ratification on Monday, September 24, 2018. Effective October 1, 2018.

Article 14.1.1: 2.5% COLA and a merit increase of 1% to 2.5% if performance standards are met.

Article 14.1.2: Base pay ranges for unit members were increased the same as other Town Staff.

Article 14.1.3: Unit members receiving the COLA and a merit increase that would result in being paid over the maximum of their pay classification, shall be brought to the maximum of the range and given the difference in a quarterly bonus check between the maximum salary range and the amount of the wage increase stipulated in 1.1.

FISCAL IMPACT

2.5% COLA and up to 2.5% merit based on evaluation.

FUNDING ACCOUNT

001-2101-521-1200

PAST ACTIONS

Commission Meeting March 19,2018-Notification made that Article 14 (Wages) there would be a reopener on wages annually for the duration of this contract.

PUBLIC HEARINGS

The Commission's consideration of this Agenda Item is scheduled for Monday, November 5, 2018, at 6:00 p.m.

mmg/nvs

AGREEMENT BETWEEN THE TOWN OF LADY LAKE AND THE FLORIDA POLICE BENEVOLENT ASSOCIATION

ARTICLE 14 WAGES

This document is a draft, and is intended to show changes from a previous version. It is presently showing added, changed, and deleted text. Changes are displayed as follows:

[begin add] new, added text [end add]

[begin change] changed text [end change]

[begin delete] ~~deleted text~~ [end delete]

[begin delete] SECTION 14.1 [end delete] [begin add] Article 14.1.1 [end add]

Effective [begin add] 10/01/2018 [end add] [begin delete] ~~10/01/2017~~ [end delete] wage increases will be given in the amount of [begin add] 2.5% [end add] for COLA and [begin add] an additional 1% merit increase for those unit members that have achieved an overall rating of meets performance standards, and an additional 2.5% merit increase for those unit members who have achieved an overall rating above average performance standard. [end add] [begin delete] ~~up to 3% merit not to exceed 5%. All unit members employed on October 1st of the previous year will receive the same percentage increase to base pay based on the same criteria set forth and established for other Town employees; any employee hired after October 1st will receive a prorated increase based on length of service from October 1st of the previous year through September 30th of the current year. Each following year shall be subject to a reopener on wages.~~ [end delete]

[begin add] Article 14. [end add] 1.2 Effective [begin add] October 1, 2018 [end add] [begin delete] ~~October 1, 2017~~ [end delete], the base pay ranges for unit members shall be as set below:

Police Officer or Investigator

| Minimum hourly | Annualized | Maximum hourly | Annualized |
|----------------|-------------|----------------|-------------|
| \$17.49 | \$38,198.16 | \$27.79 | \$62,138.44 |

Police Corporal

| Minimum hourly | Annualized | Maximum hourly | Annualized |
|----------------|-------------|----------------|-------------|
| \$18.19 | \$39,726.96 | \$28.89 | \$64,598.04 |

Police Sergeant

| Minimum hourly | Annualized | Maximum hourly | Annualized |
|----------------|-------------|----------------|-------------|
| \$20.12 | \$43,942.08 | \$31.96 | \$71,462.56 |

[begin add] Article 14.1.3 Unit members receiving the COLA and a merit increase that would result in being paid over the maximum of their pay classification, shall be brought to the maximum of the range and given the difference in a quarterly bonus check between the maximum salary range and the amount of the wage increase stipulated in 1.1. [end add]

SIGNED this ____ day of _____, 2018

TOWN:

PBA:

Jim Richards, Mayor

Chief Negotiator

Kris Kollgaard, Town Manager

Kris Kollgaard, Town Clerk