

**COMMISSION MEETING AGENDA ITEM  
TOWN OF LADY LAKE, FLORIDA**

**AGENDA ITEM TITLE**

Consideration of Approval of the Re-Opener Changes to the Agreement between the Town of Lady Lake (TOLL) and the Florida Police Benevolent Association (PBA) for the Period of October 1, 2020 through September 30, 2022

**AGENDA ITEM ID**

2020136

**DEPARTMENT**

Human Resources

**STAFF RECOMMENDED MOTIONS**

Approval of re-opener changes to Article 12, 14 and 15 of the agreement between the Town of Lady Lake and the Florida Benevolent Association for the period of October 1, 2020 through September 30, 2022, as presented.

Approval of the Memorandum of Understanding for the Facial Hair Agreement, which will not be incorporated into the contract.

**SUMMARY**

The Town received notification of ratification on Monday, September 7, 2020. Effective October 1, 2020.

**Article 12 – Hours of Work, Overtime and Compensatory Time**

12.3:1 – Rotation of shift selection to every three months versus four months.

12.3:2 – Along with the shift selection ballot, 30 days prior to shift assignments or at any time within the three-month period, any patrol officer requesting a specific shift and/or days off, shall submit in writing the reason for his/her selection through the Office of the Chief.

**Article 14 – Wages**

14.1 – Class Date Parity then 3% COLA.

14.2 – Effective October 1, 2020, the base pay ranges for unit members shall be as set below:

**POLICE OFFICER OR INVESTIGATOR**

<b>Minimum hourly</b>	<b>Annualized</b>	<b>Maximum hourly</b>	<b>Annualized</b>
\$19.231	\$42,000.00	\$28.846	\$63,000

**POLICE CORPORAL**

Minimum hourly	Annualized	Maximum hourly	Annualized
\$21.520	\$47,000	\$32.280	\$70,500

**POLICE SERGEANT**

Minimum hourly	Annualized	Maximum hourly	Annualized
\$24.725	\$54,000	\$37.088	\$81,000

14.3 – Unless the Police Chief determine that prior law enforcement employment experience dictates a higher starting salary (not to exceed the maximum for the position), newly-hired employees will be paid at the minimum wage rate for the position hired.

14.4 – Unit members whose scheduled shift begins at 1730 hours shall be entitled to shift differential pay of an additional \$1.00 per hour for time worked through 0530 hours. Unit members whose scheduled shift begins at 1800 hours shall be entitled to shift differential pay of an additional \$1.00 per hour for time worked through 0600 hours. Unit members whose scheduled shift extends into the period from 1800 hours to 0600 hours shall be entitled to shift differential pay of an additional \$1.00 per hour for scheduled time (no overtime or any time held over your scheduled time) worked between 1800 hours and 0600 hours.

14.4 – Unit members below the rank of Corporal and who are Certified Field Training Officers will be paid an additional \$1.00 per hour for all hours in which they are actively engaged in field training assignments.

**Article 15.4 – Compensation**

15.4:1 – Upon promotion to Corporal: six percent

15.4:2 – Upon promotion to Sergeant: seven percent if promoted from rank of Corporal.

15.4:3 – Upon promotion to Sergeant: thirteen percent if promoted directly to Sergeant from rank of Officer.

15.4:4 – Unit members who were promoted to the ranks of corporal or sergeant prior to September 30, 2020, and who subsequently take a voluntary demotion or are demoted to a lesser rank, shall forfeit the rank pay from which they are vacating by the percentage in which they were promoted.

**Facial Hair-(MOU)**

Policy Only – Will not be put in the contact. Implementing a temporary six month trial agreement for Officers to have facial hair provided a professional appearance is maintained, with the Chief given the discretion to cancel the policy at any time and for any reason.

**PAST ACTIONS**

The 2019-2022 Agreement between the Town of Lady Lake and the Police Benevolent Association was approved October 7, 2019.

**FISCAL IMPACT**

Class Date Parity \$60,815, then 3% COLA

**SOURCE OF FUNDING**

Budgeted

**FUNDING ACCOUNT**

001-2101-521-1200

MG/nvs