



Legislation Text

File #: 19-1185, **Version:** 1

TO: Honorable Mayor & Members of the North Port Commission

FROM: Peter D. Lear, CPA, CGMA, City Manager

TITLE: Approval of Article 5, Compensation, a Reopener Article, of the Collective Bargaining Agreement (CBA) between the City of North Port and the Southwest Florida Police Benevolent Association, Inc., (PBA) for the period October 1, 2017, to September 30, 2020.

Recommended Action

Approval of Article 5, Compensation, a Reopener Article, of the Collective Bargaining Agreement (CBA) between the City of North Port and the Southwest Florida Police Benevolent Association, (PBA) for the period October 1, 2017, to September 30, 2020.

Background Information

In April of 2019, the City and the Southwest Florida Police Benevolent Association, Inc., (PBA), began negotiations of one reopener article, Article 5, Compensation, for the purpose of negotiating a professional development plan for all covered members. The City and PBA met on six occasions to draft and negotiate the plan. After much deliberation, the article was tentatively agreed to by both sides on September 30, 2019.

Highlights of the article are as follows:

- Effective October 1, 2019, bargaining unit employees shall receive up to a 4% increase on their anniversary date, based on the evaluation score received on their anniversary date. The breakdown of the increases shall be as follows:

Evaluation Rating, 4.1 to 5.0 - 4% increase
Evaluation Rating, 3.6 to 4.0 - 3.5% increase
Evaluation Rating, 3.0 to 3.5 - 3% increase
- Effective October 1, 2019, bargaining unit employees at the maximum of their respective pay range shall receive a pensionable lump sum payment based on their annual evaluation score at their respective FY 19-20 anniversary date.
- Effective October 1, 2019, the pay plan will be adjusted by the same Consumer Price Index (CPI) adjustment applied to the General Employee pay structure. See Appendix A.
- Effective October 1, 2019, bargaining unit employees may participate in a professional development program. See Appendix B. All participating bargaining unit employees will be evaluated on their individual professional development plan in the month of September 2020, with wage increases to be negotiated during bargaining sessions as referenced in Article 20 - Duration of Agreement.

A vote was held for the union membership on October 8th and 9th, 2019. The Union voted in favor of the new article.

Strategic Plan

Efficient and Effective Government: Develop and promote City governance that fosters trust and utilizes departmental strengths and innovative philosophies to facilitate effective and efficient provision of all City services.

Financial Impact

Fiscal Year 2020:

- CPI (Consumer Price Index) \$126,792
- Wage Increase \$213,941

Total: \$340,733

Funding is available in the current year budget for this contract.

Procurement

Attachments:

1. Article 5 Compensation Clean Copy
2. PBA Appendix A 10-01-2019
3. Appendix B Professional Development Plan October 1, 2019
4. Professional Development Plan Appendix C
5. Professional Development Plan Appendix D
6. Sign off Sheet for PBA and City 2019

Prepared by: Christine McDade, Human Resources Director

Department Director: Christine McDade, Human Resources Director