




MEMORANDUM

Date: September 14, 2023

To: Honorable Mayor and City Commissioners

Via: Albert P. Childress 
City Manager

From: Bridget Flores
Human Resources Director

Subject: **Approving the attached Collective Bargaining Agreement between the City of Key West and the Dade County Police Benevolent Association, Inc. (Key West Chapter)**

Introduction

City Manager respectfully requests approval of the three (3) year collective bargaining agreement between the City of Key West and the PBA Key West effective October 1, 2023 through September 30, 2026.

Background

The most recent PBA Collective Bargaining Agreement is set to expire on September 20, 2023. The City's management negotiation team and the Dade County PBA/Key West Chapter negotiating team met on five (5) occasions to reach an agreement on the contract terms and conditions.

The City and the PBA reached a tentative collective bargaining agreement on August 21, 2023. The PBA membership ratified the agreement on September 7, 2023.

A summary of the changes to the agreement are as follows:

Article 12 – Financial Wages

Item 1.a – Removed – COVID Bonus paid in 2022 no longer applicable.

Item 1.b. Effective the first full pay period on or after October 1, 2023, the step amounts will be increased by 6%.

Item 1.c. Effective the first full pay period on or after October 1, 2024, the step amounts will be increased by 5%.

Item 1.b. Effective the first full pay period on or after January 1, 2026, the step amounts will be increased by 5%.

Item 2. Increase for “on call” status from \$25/day to \$50/day.

Article 13 – Assignment Pay

Item 2. Effective October 1, 2023, any officer assigned to the Detective Division shall received a five percent (5%) assignment pay; a 1.5% increase from the agreement.

Item 3. Effective October 1, 2023, Officers assigned as Motorcycle officers, Police Divers, Bicycle Patrol, Marine Patrol, Mounted Patrol or SRT shall receive 3.5% assignment pay; effective October 1, 2024, these officers will increase to 4.0% assignment pay; and effective October 1, 2025, these officers will increase to 4.5% assignment pay.

Item 4. Effective October 1, 2023, School Resources Officers share received a ten percent (10%) assignment pay increase.

Article 14 – Pay Allowances

Item 4. Effective October 2024, bargaining unit members shall receive on percent (1%) per FDLE specialized certification, up to a maximum of two percent (2%) as listed in Appendix E.

Article 17 – Longevity Pay

Item 1. Removal of commencement date of lump sum payment on October 1, 2016.

Article 22 – Holidays

Item 1. Addition of Juneteenth as an observed holiday.

Article 30 – Grievance Procedure

Item 3. Grievances shall be processed with the following steps:

Step 1: Aggrieved Employee and Immediate Supervisor

Step II: Aggrieved Employee and Police Chief

Step III: Aggrieved Employee and City Manager

Step IV: Arbitration

Procurement

The FY24 Budget includes the increase to Police Officers salary and specialty pay; additional increases will be incorporated in FY25 and FY26.

Recommendation

The City Manager and City negotiating team recommend the City Commission approval of the Collective Bargaining Agreement as negotiated and ratified by the PBA Key West Chapter.