



MEMORANDUM

Date: August 6, 2026

To: Honorable Mayor and City Commissioners

Via: Brian L. Barroso
City Manager

From: Bridget Flores
Human Resources Director

Subject: **Approving the attached Collective Bargaining Agreement between the City of Key West and the South Florida Police Benevolent Association, Inc.**

Introduction

The City Manager respectfully requests approval of the attached three (3) year Collective Bargaining Agreement between the City of Key West and the South Florida Dade County Police Benevolent Association, Inc. (Key West Chapter), effective October 1, 2026 through September 30, 2029.

Background

The current Collective Bargaining Agreement expires on September 30, 2026. The City's management negotiating team and representatives of the South Florida Dade County Police Benevolent Association met on multiple occasions to negotiate a successor agreement. Following negotiations, the parties reached a Tentative Agreement, which was subsequently ratified by the PBA membership on July 30, 2026.

The negotiated agreement maintains the City's commitment to recruiting and retaining highly qualified law enforcement officers while remaining fiscally responsible. Major negotiated changes include the following:

Article 12 – Wages

- Effective the first full pay period on or after October 1, 2026, all salary steps will increase by **5%**.
- Effective the first full pay period on or after October 1, 2027, all salary steps will increase by **4%**.
- Effective the first full pay period on or after October 1, 2028, all salary steps will increase by **4%**.
- Three additional top salary steps are added to the Police Officer I pay plan over the term of the agreement, providing a **2% increase** above the previous maximum each year for eligible officers.

- Three additional top salary steps are added to the Sergeant and Lieutenant pay plans, providing additional salary progression for supervisory personnel.
- Step Plan is attached for reference

Article 13 – Assignment Pay

- Midnight Shift Differential increases from **3% to 5%** for eligible officers assigned to permanent night shifts.
- Existing specialty assignment pay for Field Training Officers, Detectives, School Resource Officers, Motorcycle Officers, Marine Patrol, Bicycle Patrol, Mounted Patrol, Police Divers, and SRT Officers is maintained.

Article 14 – Pay Allowances

- Uniform maintenance allowance increases from \$75 to \$85 bi-weekly for patrol officers.
- Detective clothing allowance increases from \$85 to \$125 bi-weekly.
- The FDLE Specialized Certification incentive program is expanded by increasing the maximum certification pay from 2% to 4% beginning October 1, 2026, 5% beginning October 1, 2027, and 6% beginning October 1, 2028.
- The agreement establishes objective eligibility standards, qualifying training criteria, annual verification procedures, and documentation requirements for certification incentive pay.

Article 17 – Longevity Pay

- Eligibility for longevity payments begins after thirteen (13) years of continuous service rather than ten (10) years.
- Employees with twenty-one (21) or more years of service will receive an increased annual longevity payment of **\$3,500**.
- Transition language is included to protect employees currently within years ten through twelve of service.

Procurement

Funding for the Fiscal Year 2027 salary adjustments has been incorporated into the proposed FY27 operating budget. Salary increases scheduled for Fiscal Years 2028 and 2029 will be incorporated into those respective annual budgets during the normal budget development process.

Recommendation

The City Manager and the City's negotiating team recommend approval of the Collective Bargaining Agreement between the City of Key West and the South Florida Dade County Police Benevolent Association, Inc. (Key West Chapter), as negotiated and ratified by the bargaining unit membership.