

Recommendation re: Ratification of Collective Bargaining Agreements with the Fraternal Order of Police, Lakeland Lodge 185 and the City of Lakeland

Beginning March 9, 2021, representatives from the Lakeland Police Department, Human Resources, Finance, outside counsel and Bargaining Committees representing Police Officers, Sergeants, and Lieutenants have been actively negotiating the initial Collective Bargaining Agreements (CBA) between the City of Lakeland and the Fraternal Order of Police, Lakeland Lodge 185 (FOP).

The proposed agreements were recently ratified by the Lakeland FOP memberships on May 4th and 5th respectively, and now await final consideration by the City Commission.

1. The parties have agreed to a two-year agreement commencing October 11, 2020 and expiring on September 30, 2022.
2. The parties have agreed to a modification regarding Take Home Vehicles, increasing the current 20-mile radius from the Police Station for take home vehicles to a 25-mile radius from the current city limits. (Article 23)
3. The parties have agreed to modifications regarding Wages (Article 25). Effective upon ratification of the agreement, the following provisions will go into effect:

Fiscal Year 2021 (Beginning 10-11-20)

- Officers
 1. Eliminate the bottom 3 Steps in the current Pay Plan (Officers currently in Steps 1-3 will be moved to the same hourly rate as a Step 4 Officer)
 2. Once item #1 is complete, all Officers will then receive an 11.4% pay increase reflecting the most recent pay study
 3. No ATB or Merit in FY'21
- Sergeants
 1. All Sergeants will receive a 9.19% pay increase reflecting the most recent pay study
 2. No Across the Board or Merit in FY'21
- Lieutenants
 1. All Lieutenants will receive a 7.21% pay increase reflecting the most recent pay study
 2. No Across the Board or Merit in FY'21

Fiscal Year 2022

- All FOP members will be provided the same citywide Across the Board increase as approved by the City Commission
- All FOP members will be provided the same citywide merit increase as approved by the City Commission upon completion of an acceptable performance review during the member's normally scheduled review cycle, except for those already at the top of their pay range
- If no Across the Board or Merit are provided by the City Commission in Fiscal Year 2022, there is an opportunity for a wage reopener by either party

May 17, 2021
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4. The parties agree that the benefits under the City's health, dental, vision, supplemental and flexible spending account plans, applicable to general non-bargaining unit employees of the City, will be applicable to the FOP members, and will be subject to such future changes in benefit plan terms, contributions, benefits, providers, and administrators as are applicable to general non-bargaining unit City employees. (Article 26)

It is recommended that the City Commission ratify the proposed Collective Bargaining Agreements to reflect the above noted amendments and authorize the appropriate City officials to execute the associated documents between the City of Lakeland and the Fraternal Order of Police, Lakeland Lodge 185 representing Police Officers, Sergeants and Lieutenants.

Attached are links to the proposed Collective Bargaining Agreements:

- [Police Officers](#)
- [Sergeants](#)
- [Lieutenants](#)