

Recommendation re: Ratification of Economic Reopener with the Fraternal Order of Police, Lakeland Lodge 185

The City and the Fraternal Order of Police, Lakeland Lodge 185 (“FOP”), are parties to collective bargaining agreements (“CBAs”) covering three bargaining units: Police Officers, Police Sergeants, and Police Lieutenants. Each CBA became effective October 1, 2024, and expires September 30, 2027.

Article 25 of each CBA, as amended effective October 1, 2024, included a conditional reopener for Fiscal Year 2027 wages. The provision required the City to complete a pay study by April 15, 2026, using the agreed-upon comparator agencies listed in Article 25, Section 3. If the study showed that comparator median wages exceeded the median wages of a bargaining unit by 6% or more, Article 25 would reopen for the limited purpose of negotiating that unit’s Fiscal Year 2027 wages.

The City completed the required pay study, and the results triggered the Article 25 reopener for all three FOP bargaining units. On April 16, the City’s negotiating team, including representatives from LPD, Human Resources, Finance, and the City Attorney’s Office, met with the FOP to bargain over proposed wage amendments for each CBA. The parties tentatively agreed to a proposed Memorandum of Understanding (“MOU”) for each bargaining unit as to the following terms:

Fiscal Year 2027 Wage Amendment Overview:

- Effective October 1, 2026, eligible Police Officers will receive a 6.1% salary adjustment.
- Effective October 1, 2026, eligible Police Sergeants will receive a 7.9% salary adjustment.
- Effective October 1, 2026, eligible Police Lieutenants will receive a 7.6% salary adjustment.
- Except as expressly modified by the applicable MOU, all other terms and conditions of each CBA remain unchanged and in full force and effect.

On April 29, FOP members in each bargaining unit voted to ratify the proposed amendments, with a combined vote of 215-1. If approved by the City Commission, the amended Article 25 attached as Exhibit A to each MOU will be incorporated into the corresponding CBA and will supersede the prior version of Article 25.

It is recommended that the City Commission ratify and approve the proposed amendments to Article 25 of the collective bargaining agreements, as set forth in the attached MOUs for each bargaining unit, and authorize the appropriate City officials to execute any related documents between the City and FOP.

Attachments:

1. MOU-26-01-FOP ([Police Officers](#))
2. MOU-26-02-FOP ([Police Sergeants](#))
3. MOU-26-03-FOP ([Police Lieutenants](#))