



TOWN OF HIGHLAND BEACH AGENDA MEMORANDUM

MEETING TYPE: Town Commission Meeting

MEETING DATE August 24, 2023

SUBMITTED BY: Town Manager's Office

SUBJECT: Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Florida State Lodge Fraternal Order of Police, Inc. (FOP) Town Staff Agreement October 1, 2023 through September 30, 2026.

SUMMARY:

Enclosed is the Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Florida State Lodge Fraternal Order of Police, Inc. (FOP) Town Staff Agreement October 1, 2023, through September 30, 2026. The agreement has been negotiated in good faith and tentatively agreed to by the FOP and Town of Highland Beach negotiating team. The provisions of the agreement remain consistent with those communicated to the Commission via individual Commissioner meetings.

In summary, the agreement reflects a marketplace costs adjustment and it does so without placing any additional unfunded liabilities (OPEB) on the Town. Lastly, the cost of the agreement was, and is, accounted for within the five-year forecast; that is, no milage rate implications.

FISCAL IMPACT:

Pursuant to CBA and five-year financial forecast.

ATTACHMENTS:

Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Florida State Lodge Fraternal Order of Police, Inc. (FOP) Town Staff Agreement October 1, 2023, through September 30, 2026. (formatting and spacing will be cleaned up post-execution)

RECOMMENDATION:

Commission ratification of the Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Florida State Lodge Fraternal Order of Police, Inc. (FOP) Town Staff Agreement October 1, 2023, through September 30, 2026.