



Town of Lake Park Town Commission

Agenda Request Form

Meeting Date: September 16, 2026

Originating Department: Administration – Human Resources

Agenda Title: Resolution 86-09-26 - Amendment - Article 27 - Wage Scale - Collective Bargaining Agreement - The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) - 3-Year Contract

Agenda Category (i.e., Consent, New Business, etc.):

Approved by Town Manager: _____ **Date:** _____

Cost of Item: \$31,089 **Funding Source:** Various Funds in the 2027 Budget
FY 2027
Budget –

Account Number: Various Funds **Finance Signature:** Barbara A. Gould

Advertised:

Date: _____ **Newspaper:** _____

Attachments: Resolution 86-09-26 ; Tentative Agreement – Amendment to Article 27 – Wage Scale; The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) - Collective Bargaining Agreement - 3-Year Contract

Please initial one:

VM Yes I have notified everyone

Not applicable in this case

Summary Explanation/Background:

The Town and The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) have negotiated and come to an agreement (Public Works and Marina) on a proposed Amendment to the existing 3-Year Collective Bargaining Agreement. The existing Agreement expires on September 30, 2027. The proposed amendment is as follows:

Article 27 – Wage Scale:

- All employees covered by the Collective Bargaining Agreement between Town and The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) shall receive a 2% cost-of-living increase within their annual compensation effective October 1, 2026 (FY 2027).

The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) membership is expected to vote on this amendment prior to the Town Commission's Regular Meeting on Wednesday, September 16, 2026. If the membership ratifies the proposed change, the Town Commission will be requested to approve the change to the existing agreement during the September 16, 2026 Commission Meeting.

If The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) membership ratifies the proposed change to the Agreement, the pay increases will take effect beginning October 1, 2026 (FY 2027) unless otherwise stated. If the Agreement is not ratified by the unit members, the proposed change, including pay increases, will not be paid out and both parties will return to the negotiating table.

The proposed Amendment has been reviewed by the Administration/Human Resources, the Finance Director and the Town Attorney.

Note: All backup information related to this item will be provided to the Town Commission prior to consideration and following ratification by The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO) membership.

Fiscal Impact:

The impacts related to the proposed salary increases have been included within the approved FY 2027 Budget – Various Funds.

Recommended Motion:

I move to approve Resolution 86-09-26 and approve an Amendment to Article 27 - Wage Scale of the Collective Bargaining Agreement with The Federation of Public Employees, a Division of the National Federation of Public and Private Employees (AFL-CIO).