

STAFF REPORT REGULAR MEETING

AGENDA DATE: July 15, 2025

DEPARTMENT: Human Resources

TITLE:

Ratification of Collective Bargaining Agreement between the City of Lake Worth and the Lake Worth Beach Public Employees Union (PEU)

SUMMARY:

After engaging in collective bargaining and reaching tentative agreements on multiple provisions, members of PEU ratified the terms to be included in the collective bargaining agreement proposed to be effective October 1, 2024 through September 30, 2025.

BACKGROUND AND JUSTIFICATION:

The most recent collective bargaining agreement expired on September 30, 2024. Since that time, the terms and conditions set forth in the expired agreement were “status quo” and the parties have been operating under the prior agreement. The parties engaged in active negotiations and reached tentative agreements on multiple provisions that modify the prior contract. Fiscal Impact for

FY 2025,

- 5 %Increase-Wages-Effective October 1, 2024, a 5% increase for all PEU employees plus adjustments for Class & Compensation and Time in position for employees hired before October 1, 2024. This has been appropriated in the FY 2025 budget (Class and Compensation Study).
- See Summary of Bargained Terms

FY 2026

- 5 %Increase-Wages-included in Proposed FY 2026 Budget
- See Summary of Bargained Terms

Staff recommend approval and ratification of the Collective Bargaining Agreement with PEU.

MOTION:

Move to approve/disapprove the ratification of Collective Bargaining Agreement between the City of Lake Worth and the Lake Worth Beach Public Employees Union (PEU)

ATTACHMENT(S):

Summary of Collectively Bargained Terms
Collective Bargaining Agreement with PEU (“Clean” final)
Collective Bargaining Agreement with PEU (“track changes”)
PEU Certification of Ratification by Majority Vote of Members