

MEMORANDUM OF UNDERSTANDING

Between
The City of Lake Worth Beach
And
District 1199 F, Inc.

WHEREAS, the parties have previously entered into a Collective Bargaining Agreement for the period of October 1, 2023 through September 30, 2026, a copy of which is attached hereto; and

NOW THEREFORE, District 1199 F, Inc. and City agree to adopt the terms and conditions of said Collective Bargaining Agreement for the period of October 1, 2026 through September 30, 2029, except as modified below.

1. All bargaining employees employed prior to October 1, 2026, and still employed by the City as of the first full pay-period after this agreement is approved and signed by both parties shall receive an increase in base pay of three percent effective October 1, 2026.
2. The parties agree to re-open wages for year two (October 1, 2027-September 30, 2028) and year three (October 1, 2028 through September 30, 2029).
3. Each party may reopen up to four additional articles for year two.
4. Each party shall notify the other of the articles they wish to reopen no later than March 1, 2027.
5. The parties agree to commence negotiations by March 1, 2027 with a goal toward concluding negotiation by July 30, 2027.

This Memorandum of Understanding was ratified by the District 1199 F, Inc. membership on _____, 2026 and by the City Commission on _____, 2026.

CITY OF LAKE WORTH BEACH: **DISTRICT 1199 F, Inc.:**

By: _____
Betty C. Resch
Mayor of the City of Lake Worth Beach

By: _____
Kathleen Carr, District 1199 F, Inc.
Administrative Representative,
Chief Negotiator

TA/KC 9/21/26

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