

STAFF REPORT REGULAR MEETING

AGENDA DATE: October 6, 2026

DEPARTMENT: Human Resources

TITLE:

Ratification of Collective Bargaining Agreement between the City of Lake Worth Beach and District 1199 F, Inc.

SUMMARY:

After engaging in collective bargaining, members of District 1199 F, Inc. ratified a temporary agreement on September 29, 2026 through a MOU (Memorandum of Understanding) which adopts the terms and conditions of the previous union contract which expires on September 30, 2026.

BACKGROUND AND JUSTIFICATION:

The most recent District 1199 F, Inc. (formerly known as PEU or the Public Employees Union) Collective Bargaining agreement expired on September 30, 2026. The parties engaged in active negotiations and reached a tentative agreement on September 21, 2026. The agreement terms are delineated in the attached MOU and honors the terms and conditions of the existing 2024-26 PEU Contract as well as approving a 3% (three percent) base salary increase for all employees who fall under the District 1199 F, Inc. umbrella. Both parties agree to return to the bargaining table on or before March 1, 2027 to resume negotiations. There will be a wage opener in both year two and year three of the contract, with each party presenting up to four articles in year two for bargaining. Year three will entail a wage opener only.

MOTION:

Move to approve/disapprove the attached Memorandum of Understanding allowing the continuation of terms and conditions of the previous contract with a three percent cost of living adjustment for all District 1199 F, Inc. employees in Fiscal Year 26/27.

ATTACHMENT(S):

Fiscal Impact Analysis – (Will be provided with 1st Budget Amendment scheduled for October 20th)
Memorandum of Understanding
2024-2026 Collective Bargaining Agreement