

EXECUTIVE BRIEF REGULAR MEETING

AGENDA DATE: December 7, 2021

DEPARTMENT: Human Resources

TITLE:

Ratification of Collective Bargaining Agreement between the City of Lake Worth Beach and the Professional Managers and Supervisors Association (PMSA)

SUMMARY:

After engaging in collective bargaining and reaching tentative agreements on multiple provisions, members of PMSA ratified the terms to be included in the collective bargaining agreement proposed to be effective October 1, 2021 through September 1, 2024.

BACKGROUND AND JUSTIFICATION:

The most recent collective bargaining agreement expired on September 30, 2021. 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. After initial tentative approval, the parties contracted a Memorandum of Understanding (MOU) to clarify the payment terms of the One-Time Signing Incentive. The changes are attached in the Summary of Collectively Bargained Terms.

Staff recommends approval and ratification of the Collective Bargaining Agreement and MOU with PMSA.

MOTION:

Move to approve/disapprove the ratification of Collective Bargaining Agreement between the City of Lake Worth Beach and the Professional Managers and Supervisors Association (PMSA).

ATTACHMENT(S):

Fiscal Impact Analysis
Summary of Collectively Bargained Terms
Collective Bargaining Agreement with PMSA (“Clean” final)
Collective Bargaining Agreement with PMSA (tracked changes)
PMSA Certification of Ratification by Majority Vote of Members
MOU Agreement with PMSA

FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2022	2023	2024	2025	2026
Capital Expenditures	666,143	194,836	0	0	0
Operating Expenditures	0	0	0	0	0
External Revenues	0	0	0	0	0
Program Income	0	0	0	0	0
In-kind Match	0	0	0	0	0
Net Fiscal Impact	0	0	0	0	0
No. of Addn'l Full-Time Employee Positions	0	0	0	0	0