

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF LAKE WALES AND
THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.

THIS MEMORANDUM OF AGREEMENT is made and entered into on this 1 day of October, 2022, by and between the Florida Police Benevolent Association, Inc., hereinafter called the "Association" and the City of Lake Wales, hereinafter called "City."

WHEREAS, there are opportunities in the current Lake Wales PD Collective Bargaining Agreement effective October 1, 2021, and terminating September 30, 2024; to reopen Article 16, Wages and Article 20, Longevity;

WHEREAS, the parties wish to afford the members in the bargaining unit the benefits of a wage increase and a longevity increase which was not negotiated for the Collective Bargaining Agreement which became effective on October 1, 2021, and;

WHEREAS, such an agreement is contemplated and authorized by Article 30, Section 1 of the Collective Bargaining Agreement;

NOW, THEREFORE, the parties agree as follows:

Effective October 1, 2022, Articles 16 and 20 shall be amended as attached to this Memorandum of Understanding.

APPROVED BY THE CITY

James Slaton
City Manager



9/22/22
Date

APPROVED FOR THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.

George J. Corwine
Chief Negotiator
Florida Police Benevolent Association



Sept 22, 2022
Date

**AMENDED
ARTICLE 16: WAGES**

- 16.1** Effective October 1, 2022, Members shall receive a 4% cost of living adjustment (COLA). Effective the first pay period of April 2023, members shall receive a 2% adjustment.
- 16.2** Longevity Plan: Employees hired before October 1, 1994, and continuously employed in the bargaining unit, will be paid as longevity Employees in accordance with Appendix D.1.
- 16.3** Step Plan. Employees hired on October 1, 1994, and thereafter shall not be covered by Article 20 (Longevity Pay), but shall be paid in accordance with the Step Plan set forth in Appendix D.1 through Appendix D.4

**AMENDED
ARTICLE 20: LONGEVITY PAY/STEP**

Step 3. Upon completion of five (5) years of continuous service, satisfactory performance and completion of the educational requirement of the employee shall receive an additional 3% of base pay.

Step 4. Upon completion of seven (7) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.

Step 5. Upon completion of nine (9) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.

Step 6. Upon completion of eleven (11) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.

Step 7. Upon completion of thirteen (13) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.

Step 8. Upon completion of fifteen (15) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.

Step 9. Upon completion of seventeen (17) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.

Step 10. Upon completion of twenty (20) years continuous service, satisfactory performance and completion of the educational requirement the employee shall receive an additional 3% of base pay.