



# City of Pensacola

222 West Main Street  
Pensacola, FL 32502

## Memorandum

---

**File #:** 2021-97

City Council

11/18/2021

---

### **LEGISLATIVE ACTION ITEM**

**SPONSOR:** Grover C. Robinson, IV, Mayor

**SUBJECT:**

SUPPLEMENTAL BUDGET RESOLUTION NO. 2021-97 - FLORIDA STATE FRATERNAL ORDER OF POLICE, INC (FOP) AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) COLLECTIVE BARGAINING AGREEMENT

**RECOMMENDATION:**

That City Council adopt Supplemental Budget Resolution No. 2021-97.

A RESOLUTION AUTHORIZING AND MAKING REVISIONS AND APPROPRIATIONS FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2022; PROVIDING FOR AN EFFECTIVE DATE.

**HEARING REQUIRED:** No Hearing Required

**SUMMARY:**

Contract negotiations between the City, the three FOP bargaining units and the AFSCME bargaining unit began earlier in Fiscal Year 2021. Negotiations with the three FOP bargaining units concluded in September 2021 and a Memorandum of Agreement (MOA) was approved by City Council on September 23, 2021. The MOA with AFSCME addressed compensation for those employees represented by AFSCME with the understanding that additional bargaining sessions will be held later to address other matters in the collective bargaining agreement. The tentative agreements regarding addressed the period beginning October 1, 2021 and ending September 30, 2024.

When the Fiscal Year 2022 Budget was adopted by City Council on September 15, 2021, which included the up to 2% Merit for those employees represented by a collective bargaining agreement. However, the amounts agreed upon with each collective bargaining unit was not included in the budget for the first year. Therefore, the Supplemental Budget Resolution being brought before City Council for consideration will appropriate the remaining amount needed for this agreement for Fiscal Year 2022.

**PRIOR ACTION:**

August 12, 2021 - City Council ratified the Tentative Collective Bargaining Agreement between the City of Pensacola and the Florida State Fraternal Order of Police, Inc. (FOP) Police Officer's Unit.

September 15, 2021 - City Council adopted Budget Resolution No. 2021-71 adopting a final budget for the City of Pensacola for Fiscal Year 2022.

September 23, 2021 - City Council ratified the Tentative Collective Bargaining Agreement between the City of Pensacola and the Florida State Fraternal Order of Police, Inc. (FOP) Police Sergeant's Unit.

September 23, 2021 - City Council ratified the Tentative Collective Bargaining Agreement between the City of Pensacola and the Florida State Fraternal Order of Police, Inc. (FOP) Police Lieutenant's Unit.

September 23, 2021 - City Council approve a Memorandum of Agreement between the City of Pensacola and the American Federation of State, County and Municipal Employees (AFSCME).

**FUNDING:**

N/A

**FINANCIAL IMPACT:**

The total cost for the four collective bargaining agreements is \$1,164,500 for the first year. Of that amount \$320,600 for the up to 2% performance-based pay was included in the Fiscal Year 2022 Approved Budget. Adoption of the Supplemental Budget Resolution will appropriate the remaining \$843,900 for Fiscal Year 2022. The increases for years two and three of the contracts will be incorporated in the respective proposed budgets.

**LEGAL REVIEW ONLY BY CITY ATTORNEY:** Yes

10/29/2021

**STAFF CONTACT:**

Kerrith Fiddler, City Administrator

Amy Miller, Deputy City Administrator - Administration & Enterprise

Amy Lovoy, Finance Director

Ted Kirchharr, Human Resources Director

**ATTACHMENTS:**

- 1) Supplemental Budget Resolution No. 2021-97
- 2) Supplemental Budget Explanation No. 2021-97

**PRESENTATION:** No