



**THE TOWN OF KENNETH CITY, FLORIDA
SPECIAL COUNCIL MEETING
PUBLIC NOTICE**

The Council of the Town of Kenneth City will meet at Community Hall, located 4600 58th Street North, Kenneth City, Florida to discuss the agenda items of Town business listed at the time indicated below.

6:30 pm	August 4, 2021	Community Hall
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- A. Call to Order
- B. Invocation and Pledge of Allegiance
- C. Roll Call
- D. Public Comment – *formerly called Open Forum* (limited to 3 minutes)
Please state your name and address for the record. Public participation is encouraged. If you are addressing the Council, step to the podium and state your name and address for the record.

Public comments can also be submitted by email to the Town Clerk at Town57@kennethcityfl.org, written comments must be received by 4pm on the day of the meeting, and will be read aloud during the meeting. Please limit your comments to 400 words as the comments are limited to three minutes.
- E. Action Agenda
 - 1. Approve PBA Contract between Suncoast PBA and Town of Kenneth City
- F. Mayor/Council/Attorney/Manager Comments
- G. Adjournment

Any person who decides to appeal any decision of the Town Council with respect to any matter considered at this meeting will need a record of the proceedings and for such purposes may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. The law does not require the Town Clerk to transcribe verbatim minutes; therefore, the applicant must make the necessary arrangements with a private reporting firm and bear the resulting expense. In accordance with the Americans with Disability Act and F.S. 286.26; any person with a disability requiring reasonable accommodation in order to participate in this meeting should call 727-498-8948 or fax a written request to 727-498-8841. www.kennethcityfl.org

July 30, 2021

To: Mayor and Town Council
From: Steve Spina, Interim Town Manager
Re: Sun Coast PBA agreement with Town of Kenneth City

Town staff, including Town Attorney Randy Mora, Chief Eli Vazquez and myself, have negotiated on the Town's behalf to renew a three-year contract with the Sun Coast PBA, which represents the collective bargaining unit at the Kenneth City Police Department.

Following Council consensus on the financial items discussed in the contract, we have completed our negotiations and present the negotiated terms to you for your authorization and approval.

As I mentioned previously, the bulk of the changes were financial and included:

- Raising the starting salary of a new police officer from \$44,000 to \$47,940 to align with the local marketplace
- Shift differential pay for officers working 3 to 11 p.m. and 11 p.m. to 7 a.m. will be five (5) percent and ten (10) percent above pay, respectively.
- Monthly stipend for dry cleaning costs, range fees, or gym membership increases from \$40 to \$50 per month
- Health insurance costs for the employee are paid for the entire cost of the coverage (currently \$920 per month for the FY 2021/2021) rather than a set rate. In the current year, the Town paid \$920 and the employee paid \$23.00 extra to cover the premium.
- Health insurance coverage for dependents will increase in years 2 and 3 of the contract to \$600 and \$800 respectively, offsetting upward costs of dependent coverage.

Other changes to the contract are:

- Adding the existing take-home vehicle policy to the contract. Subject to available resources and approved by the chief, employees may take a town vehicle home if they live within 35 linear miles of the police station.
- Employees may access vacation time within their one-year probationary period
- Juneteenth has been added as a paid holiday to conform to the federal government's recognition of Juneteenth as a federal holiday.
- Employees will be able to access accumulated sick time on October 1 of each year within limitations to convert to vacation time or cash.
- Bereavement leave added additional family members to be included in the benefit.
- Overtime policies were changed to a seniority basis and rotate through the department. It is designed to share the overtime and decrease stress from the process.
- The discipline and grievance areas have been streamlined and discipline includes employees paying up to \$250 if they damage town property.
- Paid parental leave will be provided for a three-week period following the birth or adoption of a child for both male and female employees. The goal is to help provide support and bonding opportunities for the family.