



# City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: TOM CARRINO, CITY MANAGER

DATE: JANUARY 19, 2023

RE: RESOLUTION NUMBER 23-09: APPROVAL OF PBA COLLECTIVE BARGAINING MEMORANDUM OF AGREEMENT, COMPENSATION

## Introduction:

Resolution Number 23-09 approves a Memorandum of Agreement (MOA) between the City of Eustis and the Police Benevolent Association (PBA), modifying Article 23 Compensation and authorizes the City Manager to sign said agreement.

## Recommended Action:

Staff recommends approval of Resolution Number 23-09.

## Background:

On September 9, 2021 the City Commission approved a three-year Collective Bargaining Agreement (CBA) with the PBA that included a three percent wage increase in FY 2022/23 and a three percent wage increase in FY 2023/24. On September 22, 2022 the City Commission authorized a FY 2022/23 wage increase of four percent for all employees, except firefighters represented by the IAFF who remain in contract negotiations. In addition, employees were also granted a longevity increase equal to 0.5% for each full year of service with the City of Eustis, up to a maximum of an additional two percent increase. This MOA is only intended to document the additional wage increase approved by the City Commission on September 22, 2022, for Fiscal Year 2202/23 and the resulting impact on the three percent increase in wages provided in the CBA for FY 2023/24.

The PBA membership ratified the MOU on January 11, 2023 as attached. The changes in Article 23 Compensation include the following, with all changes highlighted in red, deletions indicted by a strike through and additions underlined.

23.1 B. For Fiscal Year 2022 - 2023, all bargaining unit members shall receive a ~~three~~ four percent (~~3~~4%) increase to base salary. In addition, all bargaining unit members will receive an additional one-half of a percent (0.5%) for each year of service with the City of Eustis with a cap of two percent (2%) or four (4) years of service.

23.2 The range minimums and maximums of each bargaining unit classification for the duration of this agreement shall be as follows:

Fiscal Year 2021 - 2022

Police Officer:	\$20.6035 hr. - \$30.4125 hr. (\$44,998 - \$66,421 annualized)
Sr. Police Officer:	\$22.6598 hr. - \$32.0252 hr. (\$49,489 - \$69,943 annualized)
Corporal:	\$24.0522 hr. - \$33.5994 hr. (\$52,530 - \$73,381 annualized)
Sergeant:	\$25.4670 hr. - \$37.1305 hr. (\$55,620 - \$81,093 annualized)

Fiscal Year 2022 – 2023

Police Officer:	<del>\$21.2212 hr. - \$31.3246 hr. (\$46,347 - \$68,413 annualized)</del> <u>\$21.4276 hr. - \$31.6289 hr. (\$46,797.92 - \$69,077.52 annualized)</u>
Sr. Police Officer:	<del>\$23.3397 hr. - \$32.9858 hr. (\$50,974 - \$72,041 annualized)</del> <u>\$23.5664 hr. - \$33.3060 hr. (\$51,469.02 - \$72,740.25 annualized)</u>
Corporal:	<del>\$24.7738 hr. - \$34.6076 hr. (\$54,106 - \$75,583 annualized)</del> <u>\$25.0143 hr. - \$34.9434 hr. (\$54,631.20 - \$76,316.39 annualized)</u>
Sergeant:	<del>\$26.2312 hr. - \$38.2440 hr. (\$57,289 - \$83,525 annualized)</del> <u>\$26.4857 hr. - \$38.6156 hr. (\$57,844.80 - \$84,336.37 annualized)</u>

Fiscal Year 2023 - 2024

Police Officer:	<del>\$21.8581 hr. - \$32.2647 hr. (\$47,738 - \$70,466 annualized)</del> <u>\$22.0704 hr. - \$32.5778 hr. (\$48,201.86 - \$71,149.85 annualized)</u>
Sr. Police Officer:	<del>\$24.0398 hr. - \$33.9753 hr. (\$52,503 - \$74,202 annualized)</del> <u>\$24.2734 hr. - \$34.3052 hr. (\$53,013.09 - \$74,922.46 annualized)</u>
Corporal:	<del>\$25.5169 hr. - \$35.6456 hr. (\$55,729 - \$77,850 annualized)</del> <u>\$25.7647 hr. - \$35.9917 hr. (\$56,270.14 - \$78,605.88 annualized)</u>
Sergeant:	<del>\$27.0179 hr. - \$39.2915 hr. (\$59,007 - \$86,031 annualized)</del> <u>\$27.2803 hr. - \$39.7740 hr. (\$59,580.14 - \$86,866.46 annualized)</u>

**Alternatives:**

1. Approve Resolution Number 23-09.
2. Deny Resolution Number 23-09 and provide further direction to staff.

**Discussion of Alternatives:**

Alternative 1 approves the resolution.

Advantages:

- The agreement was mutually negotiated by City Administration and the PBA.
- The wage increases have already been approved by the City Commission and are being included in the CBA.

Disadvantages:

- None noted.

Alternative 2 denies the resolution.

Advantages:

- None noted.

Disadvantages:

- Would cause the CBA to be inconsistent with current compensation approved by the City Commission.

**Budget /Staff Impact:**

There is no additional cost to the City to implement the revisions in the MOA because the compensation has already been included in the City budget.

**Community Input:**

There has been no community input on this resolution, but the public will have an opportunity to comment at the meeting.

**Prepared by:**

Bill Howe, Human Resources Director

**Attachments:**

- Resolution Number 23-09
- Proposed PBA Memorandum of Agreement