



City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: TOM CARRINO, CITY MANAGER

DATE: JANUARY 19, 2023

RE: RESOLUTION NUMBER 23-08: APPROVAL OF PBA COLLECTIVE
BARGAINING MEMORANDUM OF AGREEMENT, EXTRA- DUTY
EMPLOYMENT

Introduction:

Resolution Number 23-08 approves a Memorandum of Agreement (MOA) between the City of Eustis and the Police Benevolent Association (PBA), modifying Article 18 Extra-Duty Employment and authorizes the City Manager to sign said agreement.

Recommended Action:

Staff recommends approval of Resolution Number 23-08.

Background:

The City Manager, Police Chief and Human Resources Director have reached a tentative agreement with the PBA amending Article 18 of the Collective Bargaining Agreement. The PBA membership ratified the MOA on January 11, 2023 as attached. The amended Article 18 increase the extra-duty employment rate paid by outside vendors for law enforcement officers from \$35 to \$45 per hour and employees assigned to work as supervisors from \$40 to \$50 per hour. The amended article also increases the rate paid on specified holidays from \$40 to \$50 for law enforcement officers and from \$45 to \$55 for employees assigned as supervisors.

The increase in the extra-duty rate of pay is consistent with the rate paid by the Lake County School District for extra-duty details and is consistent with the rate paid by outside vendors to the Lake County Sheriff's Office.

Alternatives:

1. Approve Resolution Number 23-08.
2. Deny Resolution Number 23-08 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 increase in the extra-duty rate of pay is consistent with the rate paid by the Lake County School District for extra-duty details and is consistent with the rate paid by outside vendors to the Lake County Sheriff's Office.
- The increase in the extra duty pay rate will not impact the City budget as it is paid by outside vendors.

Disadvantages:

- The increase in the extra-duty pay rate will be paid by outside vendors, but is consistent with the rate paid to the Lake County Sheriff's Office.

Alternative 2 denies the resolution.

Advantages:

- Outside vendors would continue to pay our officers less to work an extra-duty detail than deputies from the Lake County Sheriff's Office.

Disadvantages:

- Officers working extra-duty employment details would continue to be paid less than other area agencies working the same extra-duty details.

Budget /Staff Impact:

There is no additional cost to the City to implement the revisions as recommended.

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 23-08
- Proposed PBA Memorandum of Agreement