

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF EUSTIS
AND THE
NORTH CENTRAL FLORIDA POLICE BENEVOLENT ASSOCIATION

THIS MEMORANDUM OF AGREEMENT is made and entered into on this ____ day of _____, 2023, by and between the City of Eustis (“City”) and the North Central Florida Police Benevolent Association (“Union”).

WHEREAS, notwithstanding the provisions of Article 27 of the *Collective Bargaining Agreement* “CBA” between the City and the Union, effective October 1, 2021 to September 30, 2024; and

WHEREAS, the parties wish to specifically provide that bargaining unit employees an increase in wages, effective October 1, 2022, as reflected in Amended Article 23, attached hereto.

NOW, THEREFORE, the parties agree that:

Upon ratification by both the City and the Union, the amendments to the CBA as set forth in Amended Article 23, attached hereto, shall become effective for the remaining term thereof.

RECOMMENDED FOR THE CITY

Tom Carrino, City Manager

Date

APPROVED FOR THE NORTH CENTRAL FLORIDA POLICE BENEVOLENT ASSOCIATION

George J. Corwine, Florida PBA

Date

AMENDED ARTICLE 23

COMPENSATION

23.1 Compensation

A. For Fiscal Year 2021 - 2022, all bargaining unit members shall receive a three percent (3%) increase to base salary.

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.

C. For Fiscal Year 2023 - 2024, all bargaining unit members shall receive a three percent (3%) increase to base salary.

D. If any bargaining unit is promoted, they shall receive the base salary for the classification that they are being promoted into or they shall receive a 5% salary increase at the time of promotion, whichever is greater.

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

Fiscal Year 2023 - 2024

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

Bargaining unit employees will not receive increases in addition to those provided in Article 23.1. A by virtue of these range increases. Effective October 1, 2020, no additional bargaining unit employees shall be eligible for forty (40) hours of additional annual/vacation leave in lieu of pay increases.

23.3 Wage increases, if any, after the expiration of this Agreement shall be solely established through the collective bargaining process.

23.4 Bargaining unit employees who are assigned as the Leads for Traffic Homicide Investigators (THI) and SWAT shall receive a 5% assignment pay while so assigned.

23.5 Field Training Officers (FTO) shall receive \$30 for each Daily Observation Report completed.

23.6 Each bargaining unit employee shall be allowed to purchase one pair of footwear of a type approved by the Department and not to exceed \$100. Bargaining unit employees may request replacement of footwear once each subsequent year, and the Chief of Police (or his designee) shall review and approve such requests as needed.