



City of Eustis

P.O. Drawer 68 • Eustis, Florida 32727-0068 • (352) 483-5430

TO: EUSTIS CITY COMMISSION
FROM: Tom Carrino, City Manager
DATE: September 5, 2024
RE: Resolution Number 24-74: PBA Memorandum of Agreement

Introduction:

Resolution Number 24-74 approves an agreement between the City of Eustis and the Police Benevolent Association (PBA), modifying the PBA Collective Bargaining Agreement effective October 1, 2021 to September 30, 2024, and authorizes the City Manager to sign said agreement.

Background:

Staff recommends approval of Resolution Number 24-74.

Recommended Action:

The Collective Bargaining agreement with the PBA expires September 30, 2024. The City received a timely request from the PBA to enter into negotiations.

On April 22, 2024, the City's negotiating team consisting of Tom Carrino, City Manager, Jeff Mandel, attorney at law, Fisher & Phillips, LLP, Captain Ken Toler, Eustis Police Department, Bill Howe, Human Resources Director, and Karen Crouch, Human Resources Coordinator met with representatives from the PBA and entered into negotiations.

After a series of collaborative meetings, the teams reached a tentative agreement amending the PBA Collective Bargaining Agreement effective October 1, 2021 to September 30, 2024, Article 23 to reflect an additional 6% increase for all bargaining unit employees. After application of the 6% increases, bargaining unit employees in the classification of Sergeant will have an additional \$600 added to their base pay.

Article 23 of the collective bargaining agreement shall be amended for Fiscal Year 2023-24, to reflect the following pay ranges:

Police Officer	\$23.8489 hr - \$35.2030 hr	(\$52,086.09 - \$76,883.28 annualized)
Sr. Police Officer	\$26.2294 hr - \$37.0695 hr	(\$57,285.02 - \$80,959.90 annualized)
Corporal	\$27.8409 hr - \$38.8920 hr	(\$60,804.53 - \$84,940.14 annualized)
Sergeant	\$29.7433 hr - \$43.2538 hr	(\$64,981.26 - \$94,466.38 annualized)

Alternatives:

1. Approve Resolution Number 24-74
2. Deny Resolution Number 24-74 and provide further direction to staff

Budget/Staff Impact:

The current FY 23/24 budget will need to be modified for the recommended increase in salaries and benefits for the month of September 2024. Budget impact for FY 23/24 is as follows:

FY 23/24 Pay Increase	
6% Increase on 9/1/2024	\$13,854
Pension	\$6,721
FICA	<u>\$1,060</u>
FY 23/24 TOTAL COST INCREASE	\$21,635

Prepared By:

Karen Crouch, Human Resources Director

Reviewed By:

Tom Carrino, City Manager