



# City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: Tom Carrino, City Manager

DATE: September 5, 2024

RE: RESOLUTION NUMBER 24-73: APPROVAL OF MODIFICATION TO PBA  
COLLECTIVE BARGAINING AGREEMENT

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## **Introduction:**

Resolution Number 24-73 approves an agreement between the City of Eustis and the Police Benevolent Association (PBA), modifying Article 12 – Internal Investigations and Disciplinary Procedures, Article 16 – Grievance and Arbitration Procedure, Article 18 – Extra-Duty Employment, Article 23 - Compensation, Article 24 – Holidays, Annual Leave (Vacation) and Sick Leave, Article 26 – Pension, Article 27 – Entire Agreement and Duration as presented in Exhibit A, and authorizes the City Manager to sign said agreement.

## **Background:**

Staff recommends approval of Resolution Number 24-73.

## **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 modifying Article 12 – Internal Investigations and Disciplinary Procedures, Article 16 – Grievance and Arbitration Procedure, Article 18 – Extra-Duty Employment, Article 23 - Compensation, Article 24 – Holidays, Annual Leave (Vacation) and Sick Leave, Article 26 – Pension, Article 27 – Entire Agreement and Duration as presented in Exhibit A, and authorizes the City Manager to sign said agreement. On August 14, 2024, the PBA membership ratified the agreement as presented in the resolution and the substantive provisions are as follows:

1. Article 12 - The following language was added to the contract: *The City of shall comply with Florida State Statute Chapter 112.532, 112.553, 112.534 and 112.536.* These Statutes are a section of the Florida Statutes that covers the rights and privileges of law enforcement and correctional officers. The following language was removed from the contract: *Further, new hire probationary employees shall not be subject to the Law Enforcement Bill of Rights.*
2. Article 16 - Grievances will be processed in the following manner and strictly in accordance with the following stated time limits. Business days shall mean Monday through Friday, excluding weekends and holidays. The language in each step has changed from calendar days to business days. Additional changes are as follows.  
Step 1: The language changed from 10 calendar days to 15 business days of the occurrence of the event(s) or from when the grievant knew or should have known of the events which gave rise to the grievance for the aggrieved employee or the Union to present in writing the grievance to the aggrieved employee's Captain or his designee.  
Step 3: The language changed from 20 calendar days to 15 business days for the City Manager to issue his decision in writing after the meeting with the Grievant, the employee PBA Representative, and the PBA Staff Representative.  
The language has changed from 20 calendar days to 15 business days for the grievant to submit its notice of arbitration to the City Manager if the grievant is not satisfied with the City Manager's decision.
3. Article 18 - Bargaining unit employees who work a special detail that is paid for by an outside vendor will be paid \$45.00 per hour worked. If the employee works on a specific holiday, they will be paid \$50.00 per hour worked. Bargaining unit employees who work special detail and are assigned to work in a supervisory capacity will be paid \$50.00 per hour worked. If an employee in a supervisory capacity works on a specific holiday, they will be paid \$55.00 per hour.
4. Article 23 - A 9% increase to base wages effective October 1, 2024, and an additional \$600 to all Sergeants' base pay. Additional increases are as follows: Effective April 1, 2025, a 5% increase in bargaining unit employee's base wages and an additional \$600 to all Sergeants' base pay. Effective October 1, 2025 and October 1, 2026, a 5% increase in bargaining unit employee's base wages and an additional \$600 to all Sergeants' base pay.
5. Article 24 - A personal day is added to the authorized official holiday list for bargaining unit employees. PTO hours are increased to 88 hours due to the addition of one official holiday.

Bargaining unit employees who have more than 378 hours of accrued annual leave as of the effective date of the agreement will have the excess hours placed in an excess annual leave account to be used in the same manner as other annual leave and can be carried over from year to year. Going forward, employees who continue to earn hours and have more than 378 hours of accrued annual leave as of the end of month of the employee's full time anniversary date, shall forfeit any time over 378 hours.

6. Article 26 - Pension: the following language has been removed from the article. *(a) for the remainder of Fiscal Year 2019 20, the bargaining unit members' contributions shall be 5.5% of their annual compensation.* The following language has been added in its

place. (a) the bargaining unit members' contributions shall increase or decrease no more than 1% of their annual compensation for any fiscal year.

7. Article 27 - This agreement is for a three-year period through September 30, 2027.

**Alternatives:**

1. Approve Resolution Number 24-73
2. Deny Resolution Number 24-73 and provide further direction to staff

**Budget/Staff Impact:**

The approved FY 24/25 budget includes sufficient funding for the recommended increase in salaries and benefits. Budget impact for FY 24/25 is as follows:

FY 24/25 Pay Increase	
9% Increase on 10/1/2024	\$210,368
5% Increase on 4/1/2024	\$65,862
Pension	\$133,999
FICA	<u>\$21,131</u>
<b>FY 24/25 TOTAL COST INCREASE</b>	<b>\$431,360</b>

**FY 25/26 5% Salary and Fringe benefit cost increase \$171,454**

**FY 26/27 5% Salary and Fringe benefit cost increase \$211,065**

Staff Impact: There will be additional work for existing administrative staff that will have to process the pay increases and track vacation and holiday PTO usage and payment, but the work should not require overtime or additional personnel.

**Prepared By:**

Karen Crouch, Human Resources Director

**Reviewed By:**

Tom Carrino, City Manager