

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (“Agreement”) is made and entered into by and between the City of Eustis (“City”) and the Florida Police Benevolent Association, Inc. (“PBA”).

WHEREAS, the City and the PBA are parties to a collective bargaining agreement effective October 1, 2021 to September 30, 2024; and

WHEREAS, the parties’ collective bargaining agreement sets forth specific wage increases for Fiscal Year 2023-24; and

WHEREAS, the City and the PBA would like to provide bargaining unit employees additional wage increases for Fiscal Year 2023-24;

NOW, THEREFORE, the parties agree that:

1. Article 23 of the collective bargaining agreement shall be amended for Fiscal Year 2023-2024 to reflect a 5% increase for eligible bargaining unit employees instead of a 3% increase. After application of the 5% increases, bargaining unit employees will have an additional \$1,000 added to their base pay.

2. Article 23 of the collective bargaining agreement shall be amended for Fiscal Year 2023-2024, to reflect the following pay ranges:

Police Officer:	\$22.4990 hr. - \$33.2103 hr. (\$49,137.82 - \$72,531.40 annualized)
Sr. Police Officer:	\$24.7447 hr. - \$34.9713 hr. (\$54,042.47 - \$76,377.26 annualized)
Corporal:	\$26.2650 hr. - \$36.6906 hr. (\$57,362.76 - \$80,132.21 annualized)
Sergeant:	\$27.8100 hr. - \$40.5463 hr. (\$60,737.04 - \$88,553.19 annualized)

3. This Memorandum of Agreement and the pay provisions described above shall become effective upon its ratification by both the bargaining unit employees and the City Commission. The pay increase shall be implemented on October 2nd, 2023.

Tom Carrino, City Manager

Date

George J. Corwine
Chief Labor Negotiator

Date