



City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: TOM CARRINO, CITY MANAGER

DATE: OCTOBER 19, 2023

RE: RESOLUTION NUMBER 23-99: APPROVAL OF PBA MEMORANDUM OF AGREEMENT

Introduction:

Resolution Number 23-99 approves a Memorandum of Agreement (MOA) between the City of Eustis and the Police Benevolent Association (PBA), modifying Article 23 Compensation and authorizes the City Manager to sign said agreement.

Recommended Action:

Staff recommends approval of Resolution Number 23-99.

Background:

Article 23 of the current PBA Collective Bargaining Agreement provides a 3% wage increase to police bargaining unit members and to the minimum and maximum of the pay ranges for FY 2023/24. On September 21, 2023 the City Commission approved the FY 2023/24 Budget that included a wage increase of five percent and an additional increase of \$1,000 added to the base pay of current City employees. The minimum and maximum rates of each pay range were also increased by five percent beginning in FY 2023/24.

This MOA is only intended to document the additional wage increase approved by the City Commission on September 21, 2023, for Fiscal Year 2023/24 and update the PBA Collective Bargaining Agreement to include the wage increases.

The PBA membership ratified the MOA on October 13, 2023 as attached.

Alternatives:

1. Approve Resolution Number 23-99.
2. Deny Resolution Number 23-99 and provide further direction to staff.

Discussion of Alternatives:

Alternative 1 approves the resolution.

Advantages:

- The MOA was mutually negotiated by City Administration and the PBA.
- The wage increases have already been approved by the City Commission and are being included in the Memorandum of Agreement.

Disadvantages:

- None noted.

Alternative 2 denies the resolution.

Advantages:

- None noted.

Disadvantages:

- Would cause the Collective Bargaining Agreement to be inconsistent with current compensation approved by the City Commission.

Budget /Staff Impact:

There is no additional cost to the City to implement the MOA because the compensation has already been approved and included in the City FY 2023/24 budget.

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 23-99
- Proposed PBA Memorandum of Agreement