

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 _____, 2025, 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, 2024, to September 30, 2027; and

WHEREAS, the parties wish to specifically provide that bargaining unit employees an increase in the previously negotiated extra duty wages as reflected in Amdended Article 18, 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 18, 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

AMDENDED ARTICLE 18
EXTRA-DUTY EMPLOYMENT

18.1 Extra-duty, employment of all types shall be governed by Section 5.05 of the City's Personnel Rules and Regulations, Departmental Rules, and Departmental General Order 4-5 to the extent not in conflict with this Article.

18.2 For working any law enforcement extra details for outside vendors scheduled through or facilitated by the City and paid by outside vendors, the special detail rate that bargaining unit employees shall receive will be ~~\$45~~ \$55 per hour. Bargaining unit employees assigned by management to work in a supervisory capacity shall receive ~~\$50~~ \$60 per hour.

18.3 Bargaining unit employee shall be guaranteed a minimum of three (3) hours for each approved law enforcement extra-duty detail.

18.4 Bargaining unit employees shall receive ~~\$50~~ \$60 per hour for extra-duty details worked on the actual day of the following holidays: New Year's Day, Memorial Day, Easter, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve. Bargaining unit employees assigned by management to work in a supervisory capacity on the actual day of these holidays shall receive ~~\$55~~ \$65 per hour.