



City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: Tom Carrino, City Manager

DATE: May 15, 2025

RE: Resolution Number 25-36: Eustis Police Department PBA Memorandum of Agreement Article 18 – Extra Duty

Introduction:

Resolution Number 25-36 approves an agreement between the City of Eustis and the Police Benevolent Association (PBA), modifying the PBA Collective Bargaining Agreement effective October 1, 2024 to September 30, 2027, and authorizes the City Manager to sign said agreement.

Background:

Staff recommends approval of Resolution Number 25-36.

Recommended Action:

The City received a request from the PBA representative to update Article 18 of the current PBA contract. The request will ensure that the extra duty detail is competitive with surrounding law enforcement agencies.

Through a series of email and telephone communications, the City's negotiating team, consisting of Tom Carrino, City Manager, Jeff Mandel, attorney at law, Fisher & Phillips, LLP, Police Captain Ken Toler, and Karen Crouch, Human Resources Director, discussed the changes and reached a tentative agreement amending the PBA Collective Bargaining Agreement, Article 18 to reflect changes to the pay for extra duty detail.

The request increases the extra duty detail fees for outside vendors scheduled through or facilitated by the City and paid by outside vendors. Bargaining unit law enforcement special detail rate shall change from \$45 to \$55 per hour. Bargaining unit employees assigned by management to work in a supervisory capacity shall change from \$50 to \$60 per hour. The extra duty pay for bargaining unit employees who work in a supervisory capacity on the actual day of the holidays listed in the PBA contract shall change from \$55 to \$65 per hour.

Policy Implications:

No impact of policy.

Alternatives:

1. Approve Resolution Number 25-36
2. Deny Resolution Number 25-36 and provide further direction to staff

Budget/Staff Impact:

There is no budget impact. The fees are paid by vendors.
Staff Impact should be minimal.

Business Impact Estimate:

Resolutions do not require a Business Impact Estimate.

Prepared By:

Karen Crouch, Human Resources Director

Reviewed By:

Tom Carrino, City Manager