

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered into between the City of New Port Richey (the "City") and the West Central Florida Police Benevolent Association, Inc., (the "Association"). The parties agree as follows:

1. In accordance with Article 14.C of the Collective Bargaining Agreement effective October 1, 2021 through September 30, 2024, bargaining unit employees shall be provided pay increases for FY 2022-23 and FY 23-24 commencing October 1, 2022, as follows:

- A. The proposed pay plan in Exhibit 5-2 of the Evergreen Solutions ~~September 21, 2022~~ Final Report will be implemented in FY 22-23. NM
10/1/22
- B. NM The two-year Compa-Ratio option from page 5-6 of the Evergreen Solutions ~~September 21, 2022~~ Final Report will be implemented beginning in FY 23-24. This will include the implementation of the proposed pay plan in Exhibit 5-2 of the Evergreen Solutions ~~September 21, 2022~~ Final Report as provided in the Compa-Ratio option. effective
10/1/22
NM
- C. Salary increases for the first year of the implementation of Compa-Ratio option (FY 22-23) will be capped at \$6,000. The remainder of the salary increases will be paid in the second year of the implementation of Compa-Ratio option (FY 23-24).
- D. There will be no COLA increases in the first year of the implementation of Compa-Ratio option (FY 22-23).
- E. There will be COLA increases in the second year of the implementation of Compa-Ratio option (FY 23-24) in amounts to be agreed to by the parties at a future date.
- F. Bargaining unit employees will advance one step in their step construction (3%) on their anniversary dates every two years, with the first advancement occurring in FY 23-24.
- G. Bargaining unit employees who are regularly assigned to the Detective Bureau will receive a stipend of \$3,000 each fiscal year they are regularly assigned to the Detective Bureau. This stipend will be prorated for employees serving less than the full fiscal year in the Detective Bureau.

2. This Agreement is subject to ratification by both the Association and the City.

FOR THE CITY:


Debbie L. Mauns
City Manager


(Date)

FOR THE ASSOCIATION:


Nick Marolda
Florida PBA


(Date)


RATIFIED BY
MEMBERSHIP
2/24/23