

C/15/20  
6/15/20



**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF NORTH PORT AND THE  
SOUTHWEST FLORIDA POLICE  
BENEVOLENT ASSOCIATION, INC.**

The Parties to the Rank-and-File Police Department Bargaining Unit Collective Bargaining Agreement (Term: 10/01/2017- 9/30/2020), between the City of North Port and the Southwest Florida Police Benevolent Association, Inc., executed on May 8, 2018 (the "Agreement"), do hereby agree to the following:

**1. EFFECT OF MEMORANDUM/EFFECTIVE DATE**

- A. The Parties ratify the terms and conditions of the Agreement not inconsistent with this Memorandum of Understanding, all of which are incorporated by reference as if set forth fully herein.
- B. This Memorandum of Understanding is effective as of the date the last party ratifies it (the "Effective Date").

**2. TERMS AND EXTENSION OF AGREEMENT**

- A. All portions of the Agreement remain the same with the following wage adjustments made in 2019/2020 repeated in 2020/2021:
  - 1) The pay plan for all covered employees will be adjusted by the same Consumer Price Index (CPI) adjustment applied to the General Employee pay structure (including starting salaries and those employees previously topped out);
  - 2) Each covered employee will receive up to a 4% wage increase on their anniversary date, based on the evaluation score receive on their anniversary date, and provided they qualify for an increase under the terms of the Agreement; and
  - 3) Each covered employee at the maximum of their respective pay range will receive a one-time pensionable lump sum payment based on their annual evaluation score at their respective FY 20-21 anniversary date.
- B. The Parties acknowledge and agree that this Memorandum of Understanding and all provisions of the Agreement, including the professional development plan, remain in full force and effect until September 30, 2021, or until a successor agreement is ratified, whichever occurs first.

**IN WITNESS WHEREOF**, the Parties executed this Memorandum of Understanding as of the date last identified below.

*(Signatures appear on the next page.)*

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF NORTH PORT AND THE  
SOUTHWEST FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.

Approved and ratified by the Southwest Florida Police Benevolent Association on \_\_\_\_\_, 2020.

**FOR THE UNION**

By: \_\_\_\_\_  
Southwest Florida Police Benevolent  
Association, Inc.

Approved and ratified by the City Commission for the City of North Port, Florida on \_\_\_\_\_, 2020.

**CITY OF NORTH PORT, FLORIDA**

By: \_\_\_\_\_  
Peter D. Lear, CPA, GCMA  
City Manager

ATTEST:

APPROVED AS TO FORM  
AND CORRECTNESS:

By: \_\_\_\_\_  
Heather Taylor, CMC  
City Clerk

By: \_\_\_\_\_  
Amber L. Slayton  
City Attorney