

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

This memorandum of understanding between the City of North Port, Florida and the Southwest Florida Police Benevolent Association, Inc. amends the Collective Bargaining Agreement between the parties for the Rank-and-File Police Department Bargaining Unity (Term: 10/01/2021 – 09/30/2024), executed on October 26, 2021 (the “Original Agreement”), and amended on May 23, 2023.

**NOW THEREFORE**, in consideration of the mutual covenants contained herein, the parties agree that the Original Agreement is amended as follows, with all other terms in the Original Agreement remaining unchanged and in full force and effect:

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

- A. The parties ratify the terms and conditions of Original Agreement not inconsistent with this Memorandum of Understanding, all of which are incorporated by reference as if set forth fully herein. This Memorandum of Understanding modifies the sections of the Original Agreement as identified herein. Where a new section of the Original Agreement is not identified, the terms as they appear in the Original Agreement remain and apply.
- B. All References to the “Agreement” in the Original Agreement and this Memorandum of Understanding mean and include both the Original Agreement and this Memorandum of Understanding.
- C. This Memorandum of Understanding is effective as of the date the last party signs it as identified below (the “Effective Date”) and shall continue as otherwise provided in the Original Agreement.

**2. TERMS AND EXTENSION OF AGREEMENT**

- A. All portions of the Agreement remain the same with the following wage adjustments made to their annual base salary:
  - 1) All current Public Safety Telecommunicators and Senior Public Safety Telecommunicators shall receive a salary adjustment (increase) to their annual base salary of \$13,000.00 effective the beginning of the first pay period following the effective date of this Memorandum of Understanding.

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- 2) 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, 2024, or until a successor agreement is ratified, whichever occurs first.

**3. NEW APPENDIX A**

The Amended Appendix A, attached, replaces Appendix A as Amended May 23, 2023, and is incorporated as if set forth in the Original Agreement.

**IN WITNESS WEHEREOF**, the parties have executed this Memorandum of Understanding as follows.

Approved by the Southwest Florida Police Benevolent Association on \_\_\_\_\_, 2024.

**SOUTHWEST FLORIDA POLICE BENEVOLENT  
ASSOCIATION, INC.**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

Approved by the City Commission for the City of North Port, Florida on \_\_\_\_\_, 2024.

**CITY OF NORTH PORT, FLORIDA**

By: \_\_\_\_\_  
A. Jerome Fletcher, II, ICMA-CM, MPA  
City Manager

ATTEST

\_\_\_\_\_  
Heather Faust, MMC  
City Clerk

APPROVED AS TO FORM AND CORRECTNESS

\_\_\_\_\_  
Amber L. Slayton, B.C.S.  
City Attorney