

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF NORTH PORT 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 Unit (Term: 10/01/2021 - 9/30/2024), executed on October 26, 2021 (the "Original Agreement").

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 the 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 section of the Original Agreement is not identified, the terms as they appear in the Original Agreement remain and apply.
- B. All references to this "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 Police Officers and Sergeants shall receive a salary adjustment (increase) to their annual base salary of \$10,214.17 effective the beginning of the first pay period following the effective date of this Memorandum of Understanding; and
 - 2) Effective October 1, 2023, the pay plan for all covered employees shall receive a salary adjustment (increase) of 2.5% as agreed to in the current Agreement. This increase is reflected in the table attached hereto as Exhibit "A."
- B. Per Article 7, Section 1 of the Agreement, the City is exercising its right to implement an 84 hour work schedule for Police Officers and Sergeants which will begin the first pay period following the effective date of this Memorandum of Understanding. This new annual salary will be used to determine an employee's new hourly rate based on the 84 our pay period.

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C. 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, reflects the 2.5% salary adjustment (increase) effective October 1, 2023, replaces Appendix A in the Original Agreement, and is incorporated as if set forth in the Original Agreement.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as follows:

Approved by the Southwest Florida Police Benevolent Association on _____, 2023.

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

By: _____
Name: _____
Title: _____

Approved by the City Commission for the City of North Port, Florida on _____, 2023.

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