



# *City of Tarpon Springs, Florida*

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**March 19, 2021**

**To: Mayor, Vice-Mayor and Commissioners**

**From: Mark G. LeCouris, City Manager**

**Subject: Ratification of MOU with the Sun Coast Police Benevolent Association**

The City and the Sun Coast Police Benevolent Association reached agreement on a new pay plan for police officers and sergeants pursuant to the re-opener language in the collective bargaining agreement. This MOU covers both fiscal years 2022 and 2023.

Bargaining unit employees are voting on the MOU on March 18 and 19, 2021. The attached agreement is submitted to the Board of Commissioners for approval contingent upon that ratification vote.

**MEMORANDUM OF UNDERSTANDING**

**CITY OF TARPON SPRINGS AND THE**

**SUN COAST POLICE BENEVOLENT ASSOCIATION**

**CONTRACT YEARS OCTOBER 1, 2021 THROUGH SEPTEMBER 30, 2023**

Article 12, Section 2 shall be amended to include the underlined language as follows:

SECTION 2. The pay plan for all bargaining unit employees is defined in Appendix 2 of this Agreement.

Effective October 1, 2020, there shall be a 3% general wage increase applied to the pay plan as shown in Appendix 2 plus advancement in step for those not at maximum. The parties also agree to wage re-openers for both fiscal year 2022 and fiscal year 2023, subject to a minimum floor of a guaranteed 1.25% general wage increase to the pay plan for both fiscal year 2022 and fiscal year 2023, plus advancement in step each year for those not at maximum. During the wage re-openers for fiscal year 2022 and fiscal year 2023, the parties shall discuss additional wage increases for those two fiscal years.

The parties agree to adjust the pay plan for Fiscal Year 2022 and Fiscal Year 2023 as reflected in the amended Appendix 2 attached. With respect to the employees<sup>1</sup> at the maximum step of the police officer pay grade, the parties also agree that a lump sum, one-time compensation in the amount of 2% of base pay shall be made to those employees in FY 22 and FY 23, within the first four (4) pay periods of the fiscal year, provided that they remain employed.

There will be no further wage re-opener in Fiscal Year 2023.

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<sup>1</sup>In FY 22, these employees are: Derek Anderson; Albin Quinones; Steve Van Schaick; and Kris Walguarnery. In FY 23, these employees are: Derek Anderson; Albin Quinones; Steve Van Schaick; Kris Walguarnery; and John Spatz.



This Agreement between the City of Tarpon Springs, Florida, and the Sun Coast Police Benevolent Association, was ratified by the Board of City Commissioners on the \_\_\_\_ day of \_\_\_\_\_, 2021.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their authorized representatives on this \_\_\_\_ day of \_\_\_\_\_, 2021.

CITY OF TARPON SPRINGS

SUN COAST POLICE

BENEVOLENT ASSOCIATION, INC.

BY: \_\_\_\_\_

BY:  \_\_\_\_\_

CITY MANAGER

EXECUTIVE DIRECTOR & GENERAL COUNSEL

Mark G. LeCouris

Sasha Lohn, Esq.

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_

\_\_\_\_\_

Irene S. Jacobs

Erin G. Jackson, Esq.

City Clerk & Collector

Johnson Jackson LLC

FISCAL YEAR 2022

Entry raised 3% - All steps for Officer at 2.25% - All steps for Sergeants 2% - Reduction in number of Officer Steps from 20 to 17

FY 2022				FISCAL YEAR 2022 PAY PLAN			
POLICE OFFICER YEARS OF SERVICE	FY 21 HOURLY BASE SALARY	2080 Hours	2184 Hours	3% + 2.25 Step ADJUSTED HOURLY RATE	2080 Hours	%	2184 Hours
		ANNUAL PAY F.Y. 21	ANNUAL PAY F.Y. 21		ANNUAL BASE SALARY 8 HR		ANNUAL BASE SALARY 12 HR
ENTRY	\$23.8682	\$49,645.86	\$52,128.15	\$24.5842	\$51,135.14		\$53,691.89
1	\$24.4052	\$50,762.82	\$53,300.96	\$25.1373	\$52,285.58	2.25	\$54,899.86
2	\$24.9544	\$51,905.15	\$54,500.41	\$25.7029	\$53,462.03	2.25	\$56,135.13
3	\$25.5159	\$53,073.07	\$55,726.73	\$26.2812	\$54,664.90	2.25	\$57,398.14
4	\$26.0900	\$54,267.20	\$56,980.56	\$26.8725	\$55,894.80	2.25	\$58,689.54
5	\$26.6769	\$55,487.95	\$58,262.35	\$27.4771	\$57,152.37	2.25	\$60,009.99
6	\$27.2772	\$56,736.58	\$59,573.40	\$28.0953	\$58,438.22	2.25	\$61,360.14
7	\$27.8910	\$58,013.28	\$60,913.94	\$28.7274	\$59,752.99	2.25	\$62,740.64
8	\$28.5184	\$59,318.27	\$62,284.19	\$29.3738	\$61,097.50	2.25	\$64,152.38
9	\$29.1601	\$60,653.01	\$63,685.66	\$30.0347	\$62,472.18	2.25	\$65,595.78
10	\$29.8162	\$62,017.70	\$65,118.58	\$30.7105	\$63,877.84	2.25	\$67,071.73
11	\$30.4125	\$63,258.00	\$66,420.90	\$31.4015	\$65,315.12	2.25	\$68,580.88
12	\$30.9449	\$64,365.39	\$67,583.66	\$32.1080	\$66,784.64	2.25	\$70,123.87
13	\$31.4864	\$65,491.71	\$68,766.30	\$32.8304	\$68,287.23	2.25	\$71,701.59
14	\$32.0374	\$66,637.79	\$69,969.68	\$33.5691	\$69,823.73	2.25	\$73,314.91
15	\$32.5981	\$67,804.05	\$71,194.25	\$34.3244	\$71,394.75	2.25	\$74,964.49
16	\$33.1685	\$68,990.48	\$72,440.00	\$35.0967	\$73,001.14	2.25	\$76,651.19
17	\$33.7489	\$70,197.71	\$73,707.60	\$35.8864	\$74,643.71	2.25	\$78,375.90
18	\$34.3396	\$71,426.37	\$74,997.69	\$36.6938	\$76,323.10	2.25	\$80,139.26
19	\$34.9405	\$72,676.24	\$76,310.05				
20	\$35.5519	\$73,947.95	\$77,645.35				

  

SERGEANT YEARS IN GRADE	FY 21 HOURLY BASE SALARY	2080 Hours	2184 Hours	3% + 2% Step ADJUSTED HOURLY RATE	2080 Hours	%	2184 Hours
		ANNUAL PAY F.Y. 21	ANNUAL PAY F.Y. 21		ANNUAL BASE SALARY 8 HR		ANNUAL BASE SALARY 12 HR
ENTRY	\$36.3326	\$75,571.81	\$79,350.40	\$37.4226	\$77,839.01		\$81,730.96
1	\$36.9685	\$76,894.48	\$80,739.20	\$38.1711	\$79,395.89	2.00	\$83,365.68
2	\$37.6154	\$78,240.03	\$82,152.03	\$38.9345	\$80,983.76	2.00	\$85,032.95
3	\$38.2737	\$79,609.30	\$83,589.76	\$39.7132	\$82,603.46	2.00	\$86,733.63
4	\$38.9434	\$81,002.27	\$85,052.39	\$40.5075	\$84,255.60	2.00	\$88,468.38
5	\$39.6249	\$82,419.79	\$86,540.78	\$41.3177	\$85,940.82	2.00	\$90,237.86
6	\$40.3184	\$83,862.27	\$88,055.39	\$42.1441	\$87,659.73	2.00	\$92,042.71
7	\$41.0239	\$85,329.71	\$89,596.20	\$42.9870	\$89,412.96	2.00	\$93,883.61
8	\$41.7418	\$86,822.94	\$91,164.09	\$43.8467	\$91,201.14	2.00	\$95,761.19
9	\$42.4724	\$88,342.59	\$92,759.72	\$44.7236	\$93,025.09	2.00	\$97,676.34
10	\$43.2156	\$89,888.45	\$94,382.87	\$45.6181	\$94,885.65	2.00	\$99,629.93

FISCAL YEAR 2023

Entry raised 2.0% - all steps 2.5% for officer and sergeant - number of steps reduced from 20 to 17

FISCAL YEAR 2023 PAY PLAN							
FY 2023	2080 Hours		2184 Hours	2% + 2.5% step	2080 Hours		2184 Hours
POLICE OFFICER YEARS OF SERVICE	FY 22 HOURLY BASE SALARY	ANNUAL PAY F.Y. 22	ANNUAL PAY FY 22	ADJUSTED HOURLY RATE	ANNUAL BASE SALARY 8 HR	%	ANNUAL BASE SALARY 12 HR
ENTRY	\$24.5842	\$51,135.14	\$53,691.89	\$25.0759	\$52,157.87		\$54,765.77
1	\$25.1373	\$52,285.58	\$54,899.86	\$25.7028	\$53,461.82	2.50	\$56,134.92
2	\$25.7029	\$53,462.03	\$56,135.13	\$26.3454	\$54,798.43	2.50	\$57,538.35
3	\$26.2812	\$54,664.90	\$57,398.14	\$27.0040	\$56,168.32	2.50	\$58,976.74
4	\$26.8725	\$55,894.80	\$58,689.54	\$27.6791	\$57,572.53	2.50	\$60,451.15
5	\$27.4771	\$57,152.37	\$60,009.99	\$28.3711	\$59,011.89	2.50	\$61,962.48
6	\$28.0953	\$58,438.22	\$61,360.14	\$29.0804	\$60,487.23	2.50	\$63,511.59
7	\$28.7274	\$59,752.99	\$62,740.64	\$29.8074	\$61,999.39	2.50	\$65,099.36
8	\$29.3738	\$61,097.50	\$64,152.38	\$30.5526	\$63,549.41	2.50	\$66,726.88
9	\$30.0347	\$62,472.18	\$65,595.78	\$31.3164	\$65,138.11	2.50	\$68,395.02
10	\$30.7105	\$63,877.84	\$67,071.73	\$32.0993	\$66,766.54	2.50	\$70,104.87
11	\$31.4015	\$65,315.12	\$68,580.88	\$32.9018	\$68,435.74	2.50	\$71,857.53
12	\$32.1080	\$66,784.64	\$70,123.87	\$33.7243	\$70,146.54	2.50	\$73,653.87
13	\$32.8304	\$68,287.23	\$71,701.59	\$34.5674	\$71,900.19	2.50	\$75,495.20
14	\$33.5691	\$69,823.73	\$73,314.91	\$35.4316	\$73,697.73	2.50	\$77,382.61
15	\$34.3244	\$71,394.75	\$74,964.49	\$36.3174	\$75,540.19	2.50	\$79,317.20
16	\$35.0967	\$73,001.14	\$76,651.19	\$37.2253	\$77,428.62	2.50	\$81,300.06
17	\$35.8864	\$74,643.71	\$78,375.90	\$38.1559	\$79,364.27	2.50	\$83,332.49
18							
19							
20							

  

FISCAL YEAR 2023 PAY PLAN							
	2080 Hours		2184 Hours	2% + 2.5% Step	2080 Hours		2184 Hours
SERGEANT YEARS IN GRADE	FY 22 HOURLY BASE SALARY	ANNUAL PAY F.Y. 22	ANNUAL PAY FY 22	ADJUSTED HOURLY RATE	ANNUAL BASE SALARY 8 HR	%	ANNUAL BASE SALARY 12 HR
ENTRY	\$37.4226	\$77,839.01	\$81,730.96	\$38.1711	\$79,395.89		\$83,365.68
1	\$38.1711	\$79,395.89	\$83,365.68	\$39.1254	\$81,380.83	2.50	\$85,449.87
2	\$38.9345	\$80,983.76	\$85,032.95	\$40.1035	\$83,415.28	2.50	\$87,586.04
3	\$39.7132	\$82,603.46	\$86,733.63	\$41.1061	\$85,500.69	2.50	\$89,775.72
4	\$40.5075	\$84,255.60	\$88,468.38	\$42.1338	\$87,638.30	2.50	\$92,020.22
5	\$41.3177	\$85,940.82	\$90,237.86	\$43.1871	\$89,829.17	2.50	\$94,320.63
6	\$42.1441	\$87,659.73	\$92,042.71	\$44.2668	\$92,074.94	2.50	\$96,678.69
7	\$42.9870	\$89,412.96	\$93,883.61	\$45.3735	\$94,376.88	2.50	\$99,095.72
8	\$43.8467	\$91,201.14	\$95,761.19	\$46.5078	\$96,736.22	2.50	\$101,573.04
9	\$44.7236	\$93,025.09	\$97,676.34	\$47.6705	\$99,154.64	2.50	\$104,112.37
10	\$45.6181	\$94,885.65	\$99,629.93	\$48.8623	\$101,633.58	2.50	\$106,715.26