

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**THE CITY OF BARTOW**  
**AND THE**  
**WEST CENTRAL FLORIDA POLICE BENEVOLENT ASSOCIATION**

THIS MEMORANDUM OF AGREEMENT is made and entered into on this 3<sup>rd</sup> day of October, 2022, by and between the City of Bartow (“City”) and the West Central Florida Police Benevolent Association (“Union”).

**WHEREAS**, notwithstanding the provisions of Article 19 of the *Collective Bargaining Agreement* “CBA” between the City and the Union, effective October 1, 2021 to September 30, 2024; and

**WHEREAS**, the parties wish to specifically provide that bargaining unit employees an increase in the previously negotiated wages by an additional two percent (2%) as reflected in Exhibit “A”, attached hereto.

**NOW, THEREFORE**, the parties agree that:

Upon signature by both the City and the Union, the amendments to the CBA as set forth in Exhibit “A”, attached hereto, shall become effective for the remaining term thereof.

RECOMMENDED FOR THE CITY

  
\_\_\_\_\_  
David Wright, Acting City Manager

9/27/22  
\_\_\_\_\_  
Date

APPROVED FOR THE WEST CENTRAL FLORIDA POLICE BENEVOLENT ASSOCIATION

  
\_\_\_\_\_  
George J. Corwine, Florida PBA

Sept 27, 2022  
\_\_\_\_\_  
Date

**ARTICLE 12  
RATES OF PAY**

**12.1 Step Pay Plan:**

- A. The City and the Union agree to the step pay plan for Police Officer, Corporal and Sergeant attached to this Agreement as Exhibit 'A'. Effective October 1, 2021, the base pay rate of each individual bargaining unit employee shall be reflected in the pay step plan as outlined on Exhibit 'B'. Effective October 3, 2022, the base pay rate of step pay plan outlined in Exhibit 'B' shall be increased by two (2%) percent to reflect the correct amount outlined in Exhibit 'A', attached to this agreement.
  
- B. Effective on each Police Officer or Corporal anniversary date of hire, each employee shall advance one step on the step pay plan until reaching the maximum step. Effective on the Sergeant's anniversary date of promotion, each Sergeant shall advance one step on the step pay plan until reaching the maximum step. Employees who have reached the maximum step on the step pay plan shall remain at the maximum step.
  
- C. On the date of hire and throughout the field training program, new employees will be placed at the pay rate titled, "Field Training" as noted on Exhibit 'A'. After successful completion of the field training program, employees shall be moved to Step 1 for the remainder of their probationary period. Newly hired members with previous law enforcement experience shall be required to complete the field training program; however, may be moved to a higher pay step based upon previous comparable law enforcement experience and successful completion of field training. This will require an evaluation of the employee's comparable law enforcement experience by the Chief of Police and the final approval of the City Manager.
  
- D. Employees successfully completing probation during the term of this Agreement shall advance from step 1 to Step 2 in the step pay plan.
  
- E. Bargaining unit employees shall be entitled to receive any City-wide across-the-board lump sum payment, City-wide across-the-board cost-of-living adjustment or City-wide across-the-board merit/performance pay increase that is authorized for all City employees during the term

of the agreement.

**12.2 Field Training Officer:** Non-supervisory Police Officers assigned as a Field Training Officer shall receive an additional five percent (5%) for all hours worked as a Field Trainer. The Chief of Police will designate, in writing, those police officers that will serve as Field Trainers.

**12.3 New Positions:** The City shall notify the Union of any new position classification created within the bargaining unit. The parties shall meet and discuss the proposed new position and agree upon an appropriate rate of pay. In the event that the parties do not agree, then the issue shall be submitted to the City Commission, whose decision shall be final and binding upon the parties.

**Exhibit A**

**Appendix A**

**Effective 10/1/2021**

**Police Officer/Detective**

|                |           |              |              |              |              |              |              |              |              |              |              |              |
|----------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Field Training | 1         | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           | 12           |
| \$             | 21,528    | \$ 22,604    | \$ 23,734    | \$ 24,327    | \$ 24,935    | \$ 25,558    | \$ 26,197    | \$ 26,852    | \$ 27,523    | \$ 28,211    | \$ 28,916    | \$ 29,639    |
| \$             | 44,778.24 | \$ 47,016.32 | \$ 49,366.72 | \$ 50,600.16 | \$ 51,864.80 | \$ 53,160.64 | \$ 54,489.76 | \$ 55,852.16 | \$ 57,247.84 | \$ 58,678.88 | \$ 60,145.28 | \$ 61,649.12 |

**Corporal**

|    |           |              |              |              |              |              |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|    | 1         | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           | 12           |
| \$ | 22,778    | \$ 23,854    | \$ 24,984    | \$ 25,577    | \$ 26,185    | \$ 26,808    | \$ 27,447    | \$ 28,102    | \$ 28,773    | \$ 29,461    | \$ 30,166    | \$ 30,889    |
| \$ | 47,378.24 | \$ 49,616.32 | \$ 51,966.72 | \$ 53,200.16 | \$ 54,464.80 | \$ 55,760.64 | \$ 57,089.76 | \$ 58,452.16 | \$ 59,847.84 | \$ 61,278.88 | \$ 62,745.28 | \$ 64,249.12 |

**Police Sergeant**

|    |           |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|
|    | 1         | 2            | 3            | 4            | 5            |
| \$ | 31,121    | \$ 31,899    | \$ 32,696    | \$ 33,513    | \$ 34,351    |
| \$ | 64,731.68 | \$ 66,349.92 | \$ 68,007.68 | \$ 69,707.04 | \$ 71,450.08 |

**Effective 10/3/2022**

**Police Officer/Detective**

|                |           |              |              |              |              |              |              |              |              |              |              |              |
|----------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Field Training | 1         | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           | 12           |
| \$             | 21,959    | \$ 23,057    | \$ 24,209    | \$ 24,814    | \$ 25,434    | \$ 26,070    | \$ 26,721    | \$ 27,390    | \$ 28,074    | \$ 28,776    | \$ 29,495    | \$ 30,232    |
| \$             | 45,674.72 | \$ 47,958.56 | \$ 50,354.72 | \$ 51,613.12 | \$ 52,902.72 | \$ 54,225.60 | \$ 55,579.68 | \$ 56,971.20 | \$ 58,393.92 | \$ 59,854.08 | \$ 61,349.60 | \$ 62,882.56 |

**Corporal**

|    |           |              |              |              |              |              |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|    | 1         | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           | 12           |
| \$ | 23,234    | \$ 24,332    | \$ 25,484    | \$ 26,089    | \$ 26,709    | \$ 27,345    | \$ 27,996    | \$ 28,665    | \$ 29,349    | \$ 30,051    | \$ 30,770    | \$ 31,507    |
| \$ | 48,326.72 | \$ 50,610.56 | \$ 53,006.72 | \$ 54,265.12 | \$ 55,554.72 | \$ 56,877.60 | \$ 58,231.68 | \$ 59,623.20 | \$ 61,045.92 | \$ 62,506.08 | \$ 64,001.60 | \$ 65,534.56 |

**Police Sergeant**

|    |           |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|
|    | 1         | 2            | 3            | 4            | 5            |
| \$ | 31,744    | \$ 32,537    | \$ 33,350    | \$ 34,184    | \$ 35,039    |
| \$ | 66,027.52 | \$ 67,676.96 | \$ 69,368.00 | \$ 71,102.72 | \$ 72,881.12 |