

# ATTACHMENT A REQUEST FOR BUDGET AMENDMENT

Fiscal Year 2025  
Department: Various

Division: Various

**CHANGES IN REVENUES**

REVENUE ACCOUNT NUMBER						Current	Current	Amount of	Remaining
Fund	Division	Agency	Obj	Prj	Revenue Account Title	Budget	Budget	Change	Budget
001	0000	369	40	04	Utilities Admin Costs	\$ 1,196,333	\$ 1,196,333	\$ 569,874	\$ 1,766,207
451	0000	389	98	00	Use of Reserves	82,452	82,452	569,874	652,326

**TOTAL CHANGES IN REVENUES** \$ 1,139,748

**CHANGES IN EXPENDITURES**

EXPENDITURE ACCOUNT NUMBER						Current	Current	Amount of	Remaining
Fund	Division	Agency	Obj	Prj	Expenditure Account Title	Budget	Budget	Change	Budget
001	2023	521	12	00	Regular Salaries	\$ 5,498,514	\$ 5,498,514	\$ 1,051,796	\$ 6,550,310
001	7979	590	99	01	City Manager Contingency	796,922	796,922	(481,922)	315,000
451	4510	536	34	11	Utility Admin Costs	1,196,333	1,196,333	569,874	1,766,207

**TOTAL CHANGES IN EXPENDITURES** \$ 1,139,748

REASON FOR AMENDMENT: Police Union MOU

DIRECTOR APPROVAL:  DATE: 10/31/24

FINANCE APPROVAL:  DATE: 10/31/24

CITY MANAGER APPROVAL: \_\_\_\_\_ DATE: 10.25.2024

CITY COMMISSION AGENDA DATE: 11/18/24 APPROVED Y

FOR FINANCE USE

Entry Date: \_\_\_\_\_ Batch Number: \_\_\_\_\_ Document #: \_\_\_\_\_

## Resolution No. 2024-3313

**A Resolution of the City of Sanford, Florida, amending the City's annual operating budget for the fiscal year beginning October 1, 2024 and ending September 30, 2025 relating to the minimum annual base salary for entry level police officers, pro-rata increases to base salaries and related matters; providing for general and specific implementing administrative actions; providing for a savings provision; providing for conflicts; providing for severability and providing for an effective date.**

**Whereas**, the Commission of the City of Sanford, Florida has adopted an annual operating budget for the fiscal year beginning October 1, 2024 and terminating on September 30, 2025 specifying certain projected revenues and expenditures for the operations of Sanford municipal government; and

**Whereas**, the City's budget provides for certain methodologies and criteria for the expenditure of budgeted funds during the course of the City's fiscal year; and

**Whereas**, from time-to-time circumstances and events may require that the original City budget and implementing provisions may need revision such as to address the minimum annual base salary for entry level Police Officers, pro-rata increases to base salaries and related matters; and

**Whereas**, the City Commission, in its judgment and discretion, has the authority to adjust the budget to more closely coincide with actual and expected events and the sound implementation of the projects and programs of the City such as the minimum annual base salary for entry level Police Officers, pro-rata increases to base salaries and related matters,

**Now, therefore, be it adopted and resolved by the City Commission of the City of Sanford, Florida as follows:**

**Section 1. Adoption Of Budget Amendment; Minimum Annual Base Salary For Entry Level Police Officers, Pro-Rata Increases To Base Salaries And Related Matters.**

The annual operating budget of the City of Sanford for the fiscal year beginning October 1, 2024 and terminating on September 30, 2025 is hereby revised and amended to address the minimum annual base salary for entry level Police Officers, pro-rata increases to the base salaries of Police Officers, Sergeants and Police Lieutenants and related matters, including increases to the salaries of the 3 Police Department Captains and the Deputy Chief of Police, all as set forth in the Exhibit to this Resolution. Except as amended herein, the annual operating budget for the City of Sanford for fiscal year beginning October 1, 2024 and terminating on September 30, 2025 shall remain in full force and effect.

**Section 2. Implementing Administrative Actions; Minimum Annual Base Salary For Entry Level Police Officers, Pro-Rata Increases To Base Salaries And Related Matters.**

The City Manager, or designee, is hereby authorized and directed to implement the provisions of this Resolution by means of such administrative and budgetary actions as may be deemed necessary and appropriate with regard to the provisions of this Resolution.

**Section 3. Savings.**

The prior actions of the City of Sanford relating to the adoption of the City budget and related budgetary and procurement activities are hereby ratified and affirmed.

**Section 4. Conflicts.**

All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed.

**Section 5. Severability.**

If any section, sentence, phrase, word, or portion of this Resolution is determined to be invalid, unlawful or unconstitutional, said determination shall not be held to invalidate or impair the validity, force or effect of any other section, sentence, phrase, word, or portion of this Resolution not otherwise determined to be invalid, unlawful, or unconstitutional.

**Section 6. Effective Date.**

This Resolution shall become effective immediately upon adoption.

**Passed and adopted this 18th day of November, 2024.**

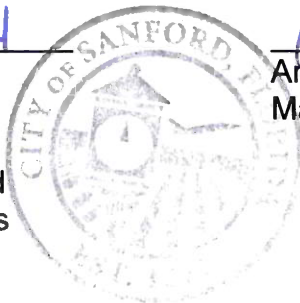
*Attest:*

**City Commission of the City of Sanford**



Traci Houchin, MMC, FCRM  
City Clerk

  
\_\_\_\_\_  
Art Woodruff  
Mayor



For use and reliance of the Sanford City Commission only. Approved as to form and legality.



William Colbert, City Attorney



CITY OF  
**SANFORD**  
FLORIDA



**APPROVED**

WS \_\_ RM X

Item No. 8.6

**CITY COMMISSION MEMORANDUM 24-330  
NOVEMBER 18, 2024 AGENDA**

**TO:** Honorable Mayor and Members of the City Commission  
**PREPARED BY:** Cecil E. Smith, Chief of Police  
**SUBMITTED BY:** Norton N. Bonaparte, Jr., ICMA-CM, City Manager  
**SUBJECT:** Memorandums Of Understanding; Collective Bargaining Agreements With Florida State Lodge, Fraternal Order of Police, Inc.; Minimum Annual Base Salary Increase For Entry Level Law Enforcement Officers; Base Salary Modifications For Police Officers, Sergeants And Police Lieutenants; Budget Amendment; Resolution No. 2024-3313

**STRATEGIC PRIORITIES:**

- Unify Downtown & the Waterfront
- Promote the City's Distinct Culture
- Update Regulatory Framework
- Redevelop and Revitalize Disadvantaged Communities

**SYNOPSIS:**

Approval of Resolution No. 2024-3313, to amend the Police Department budget and approve two Memorandums of Understanding (MOU) agreements between the City and the Florida State Lodge, Fraternal Order of Police, Inc. (FOP) is requested.

**FISCAL/STAFFING STATEMENT:**

As previously discussed with the City Commission, and in the City's continuing efforts to be competitive in the law enforcement employment market, the current CBAs with the FOP are being revised to address: (1). the annual base salary for entry level Police Officers and, (2). wages for all bargaining unit employees under the two CBAs pertaining to (1). Police Officers and Sergeants and (2). Police Lieutenants, respectively.

These actions will establish a new minimum annual base salary of \$58,000 for entry level Police Officers commencing the first full pay period after the City's and the FPO's respective approval of the MOU relating to the CBA pertaining to Police Officers subject to that CBA.

Also, effective the first full pay period after both the FOP and the City approves the MOUs, each of the bargaining unit members subject to the two CBAs shall receive a pro-rata increase of \$5,253 to their base salary.

The associated budget amendment, Resolution No. 2024-3313 provides the necessary funding for the proposed action.

**BACKGROUND:**

One MOU addresses the minimum annual base salary for entry level Police Officers under Article 36 of the current Collective Bargaining Agreement (“CBA”) relating to Police Officers and Sergeants and a pro-rata increase of \$5,253 to the base salary for Police Officers and Sergeants.

The second MOU relates to the CBA for Police Lieutenants and amends Article 35 of the current CBA to provide for each bargaining unit member under that CBA to receive a pro-rata increase of \$5,253 to their base salary.

The City and the FOP currently have lawful CBAs in place for (1). Police Officers and Sergeants and (2). Police Lieutenants which remain in effect through September 30, 2025.

Article 36 of the CBA for Police Officers and Sergeants provides for wages for all bargaining unit employees inclusive of Fiscal Year 2024-25. The proposed MOU will amend the provisions of Article 36 of the CBA to establish a new minimum annual base salary of \$58,000 for entry level Police Officers which increase shall become effective the first full pay period after both parties’ respective approval of the MOU. Additionally, effective at the time of the first full pay period after both parties’ ratification of the MOU, each bargaining unit member shall receive a pro-rata increase of \$5,253 to their base salary.

Article 35 of the CBA for Police Lieutenants provides for wages for all bargaining unit employees inclusive of Fiscal Year 2024-25. Under the MOU, effective at the time of the first full pay period after both parties’ ratification of the MOU, each bargaining unit member shall receive a pro-rata increase of \$5,253 to their base salary.

All other aspects of the CBAs between the parties remain in full force and effect and unchanged.

Additionally, \$5,253 is added to the base salary to the salaries of the three Police Department Captains and the Deputy Chief of Police.

Resolution No. 2024-3313, implements the necessary funding for the actions taken because of the MOUs which have been approved by the FOP as evidenced by the execution of the documents by Brian Cechowski, Labor Representative of the FOP.

**LEGAL REVIEW:**

The Assistant City Attorney has reviewed this matter and has no legal objection.

**RECOMMENDATION:**

City staff recommend that the City Commission approve Resolution No. 2024-3313 to amend the budget and approve the Memorandums of Understanding agreements with the Fraternal Order of Police and the City.

**SUGGESTED MOTION:**

"I move to approve Resolution No. 2024-3313, and approve the Memorandums of Understandings, as proposed."

- Attachments: (1). MOU relating to Police Officers and Sergeants.  
(2). MOU relating to Police Lieutenants.

(3). Resolution No. 2024-3313.

## MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the City of Sanford, Florida (hereafter, the “CITY”) and Florida State Lodge, Fraternal Order of Police, Inc. (hereafter, the “UNION”).

WHEREAS, the parties currently have a lawful Collective Bargaining Agreement (“CBA”) for Police Officers and Sergeants which remains in effect through September 30, 2025;

WHEREAS, Article 36 of the CBA provides for Wages for all bargaining unit employees inclusive of the current Fiscal Year 2024-25;

WHEREAS, the parties have a mutual desire to amend Article 36 of the CBA to further address: (a) annual base salary for entry level police officers and (b) wages for all bargaining unit employees.

NOW THEREFORE, the CITY and the UNION agree as follows:

1. This paragraph shall amend Article 36, Section 1 (c) of the CBA and establish a new minimum annual base salary of \$58,000.00 for entry level police officers. This increase shall become effective the first full pay period after both parties’ respective ratification of this MOU.

2. All bargaining unit members previously received the wage increases for Fiscal Year 2024-25 as are reflected in Article 36, Section 1 (c) of the CBA. The parties agree to amend Article 36, Section 1 (c) and the first sentence of Article 36, Section 2 of the CBA as is reflected in paragraph 3 below.

3. Effective the first full pay period after both parties’ ratification of this MOU, each bargaining unit member shall receive a pro-rata increase of \$5,253.00 to base salary, as reflected in Exhibit 1. Exhibit 1 to this MOU shall prospectively replace Appendix A of the CBA.

4. All other aspects of the CBA between the parties remain in full force and effect, including, but not limited to, the second sentence of Article 36, Section 2 and Article 38.3.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed and signed by their duly authorized representatives this 18<sup>th</sup> day of November, 2024.


FLORIDA STATE LODGE, FRATERNAL  
ORDER OF POLICE, INC.

CITY OF SANFORD, FLORIDA

By: Brian Cechowski  
(signature)

Brian Cechowski, Labor Representative.

Florida State Lodge, Fraternal Order of Police  
(name, title and date)

By:   
(Signature)

Norton N. Bonaparte, Jr.  
(name, title and date) City Manager

11/18/2024

