

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PORT ST.
LUCIE, FLORIDA AND THE INTERNATIONAL UNION OF POLICE
ASSOCIATIONS, AFL-CIO (IUPA)**

This Memorandum of Understanding (“MOU”) is entered into this 22 day of May 2023, by and between the City of Port St. Lucie, Florida (the “City”) and the International Union of Police Associations, AFL-CIO (the “Union”) (collectively referred to as the “Parties”).

WHEREAS, the Parties entered into a Collective Bargaining Agreement for the period of October 1, 2021 to September 30, 2024 (“CBA”), which sets forth the terms and conditions of employment of the City’s police lieutenants (the “bargaining unit members”); and

WHEREAS, Article 11 of the CBA collectively constitute the Parties’ agreement with respect to wages, with Sections 6 and 7 therein providing for different types of assignment pay for the bargaining unit members; and

WHEREAS, near the conclusion of collective bargaining relative to the CBA, the City established the management position of Commander and, on occasion, bargaining unit members have been assigned to serve as an Acting Commander; and

WHEREAS, the Parties wish to memorialize the practice of assigning bargaining unit members as Acting Commanders, as well as address incentive pay relative to the assignment; and

WHEREAS, the Parties recognize that this Memorandum of Understanding only modifies Article 12 of the CBA and does not modify any other Article contained in the CBA.

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.
2. Article 12, Section 6 of the CBA is amended as follows:¹

¹ Proposed additions to the CBA are indicated by underline.

ARTICLE 12
WAGES

Section 6 Assignment to Specialty Units: All bargaining unit members who are assigned to Crisis Negotiations Team (C.N.T.), U.C.I., and K-9, shall receive an additional one (\$1.00) per hour of compensation. To qualify for the incentive, members must be currently assigned to the unit. Effective in Year One (1) of this agreement, the S.W.A.T. Commander shall receive an additional two-dollar (\$2.00) per hour compensation. Effective in Year Two (2) of this agreement, bargaining unit members assigned to Traffic Homicide Investigations shall receive an additional one dollar (\$1.00) per hour of compensation. To qualify for the incentive, members must be currently assigned to the unit.

Section 6:3 Assignment to Acting Commander: All bargaining unit members who are assigned as Acting Commander shall receive an additional one (1) hour of base compensation for each day assigned in the acting capacity. To qualify for the incentive, the Acting Commander must be assigned to the position on a full-time basis.

3. The Parties have had the opportunity to consult with legal counsel of their choosing.
4. This MOU shall be retroactive to March 1, 2023.
5. Other than as specifically set forth herein, this MOU does not modify any terms and conditions of employment of the bargaining unit members represented by the Union.
6. The Parties signify their tentative agreement with this Memorandum of Understanding by affixing their signatures below.

**INTERNATIONAL UNION OF POLICE
ASSOCIATIONS, AFL-CIO**

By: Matthew Cuba 

Title: PSL Lieutenants IUPA Local 6018
President

Dated: 05/22/2023

CITY OF PORT ST. LUCIE, FLORIDA

By: 

Title: City Manager

Dated: 5/23/23