

**RESOLUTION NO. 4614-25**

**A RESOLUTION OF THE CITY OF OVIEDO, FLORIDA, APPROVING A MEMORANDUM OF AGREEMENT WITH THE COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION (CFPBA), INC., AMENDING ARTICLE 23 AND APPENDIX A OF THE FY 2024-25 THROUGH FY 2026-27 COLLECTIVE BARGAIN AGREEMENT BETWEEN THE CITY OF OVIEDO AND THE COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION INC.; APPROVING A REVISED APPENDIX A OF SAID COLLECTIVE BARGAINING AGREEMENT; AUTHORIZING THE CITY MANAGER TO REPLACE APPENDIX A OF SAID COLLECTIVE BARGAINING AGREEMENT WITH THE REVISED APPENDIX A; APPROVING A BUDGET AMENDMENT; AND PROVIDING FOR IMPLEMENTING ADMINISTRATIVE ACTIONS, SCRIVENER'S ERRORS, CONFLICTS, SEVERABILITY, AND AN EFFECTIVE DATE.**

**WHEREAS**, on October 2, 2024, the City of Oviedo and Coastal Florida Police Benevolent Association (CFPBA), Inc. which represents City Police Officers, Sergeants and Lieutenants entered into a three (3) year collective bargaining agreement (CBA), which included negotiated pay and pay increases through September 30, 2027; and

**WHEREAS**, on May 8, 2025, CFPBA representative, Sgt. Joel Brown met with Police Chief Dale Coleman and made a request to open Article 23 and Appendix A of the Collective Bargaining agreement over concerns the City was no longer competitive in the market as it related to pay for law enforcement officers in and around Seminole County; and

**WHEREAS**, the City of Oviedo confirmed there was a disparity in pay between the City of Oviedo and other local law enforcement agencies in and around Seminole County, and it was affecting the Police Department's ability attract qualified applicants and prevent low tenured officers from leaving the City for higher paying law enforcement jobs; and

**WHEREAS**, on May 28, 2025, City and CFPBA representatives met to address the disparity in pay between the City of Oviedo and other local law enforcement agencies in and around Seminole County; and

**WHEREAS**, at the meeting, City representatives proposed the Memorandum of Agreement provided in Exhibit 1 which amends CBA Article 23 and the Revised CBA Appendix A (Pay Plan) provided in Exhibit 2 to implement an 11% pay increase for police officers and a 7% pay increase for police sergeants and lieutenants to be effective August 3, 2025, in order for the City to be competitive in the market; and

**WHEREAS**, on June 2, 2025, the CFPBA informed the City that they held a vote of the membership and accepted the Memorandum of Agreement provided in Exhibit 1 and the Revised CBA Appendix A (Pay Plan) provided in Exhibit 2.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF OVIEDO, FLORIDA, AS FOLLOWS:**

**SECTION 1.** Approval of Memorandum of Agreement. The City Council approves the Memorandum of Agreement with the CFPBA, Inc. effective August 3, 2025, through September 30, 2027 provided in Exhibit 1.

**SECTION 2.** Approval of Revised Appendix A. The City Council approves the Revised Appendix A (Pay Plan) provided in Exhibit 2.

**SECTION 3.** Replacement of Appendix A with Revised Appendix A. The City Council authorizes the City Manager to replace Appendix A (Pay Plan) of the FY 2024-25 through FY 2026-27 Collective Bargaining Agreement between the CFPBA, Inc. and the City of Oviedo with the Revised Appendix A (Pay Plan) provided in Exhibit 2.

**SECTION 4.** Approval of a Budget Amendment. The City Council approves the budget amendment provided in Exhibit 3.

**SECTION 5.** Implementing Administrative Actions. The City Manager is hereby authorized and directed to take such actions as he may deem necessary and appropriate in order to implement the provisions of this Resolution. The City Manager may, as deemed appropriate, necessary and convenient, delegate the powers of implementation as herein set forth to such City employees as deemed effectual and prudent.

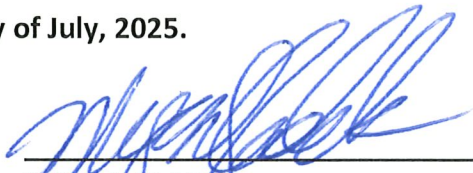
**SECTION 6.** Scrivener's Errors. Typographical errors and other matters of a similar nature that do not affect the intent of this Resolution, as determined by the City Clerk and City Attorney, may be corrected.

**SECTION 7.** Conflicts. All Resolutions or parts of Resolutions in conflict with any of the provisions of this Resolution are hereby repealed.

**SECTION 8.** Severability. If any Section or portion of a Section of this Resolution proves to be invalid, unlawful, or unconstitutional, it shall not be held to invalidate or impair the validity, force, or effect of any other Section or part of this Resolution.

**SECTION 9.** Effective Date. This Resolution shall become effective immediately upon its passage and adoption.

**PASSED AND ADOPTED this 7<sup>th</sup> day of July, 2025.**

  
\_\_\_\_\_  
**MEGAN SLADEK**  
**MAYOR of the City of Oviedo, Florida**

**ATTEST:**

  
\_\_\_\_\_  
**ELIANNE RIVERA**  
**CITY CLERK**

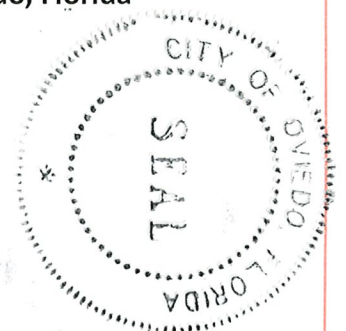




EXHIBIT 1

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT ("Agreement") is made and entered into by and between the City of Oviedo ("City") and the Florida Police Benevolent Association, Inc. ("PBA").

**WHEREAS**, the City and the PBA are parties to a collective bargaining agreement effective October 1, 2024 to September 30, 2027; and

**WHEREAS**, the parties' collective bargaining agreement sets forth specific wage increases and Pay Plans for Fiscal Years 2024-25, 2025-26 and 2026-27; and

**WHEREAS**, the City and the PBA desire to provide bargaining unit employees additional wage increases for Fiscal Year 2024-25 effective 8-3-25, and to revise the Pay Plans for Fiscal Years 2024-25, 2025-26 and 2026-27;

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

1. Article 23 of the collective bargaining agreement shall be amended for Fiscal Year 2024-25 to reflect an additional 11% increase effective 8-3-25 for eligible bargaining unit police officers and an additional 7% increase effective 8-3-25 for eligible bargaining unit sergeants and lieutenants. These additional increases will only be provided to employees who are part of the bargaining unit as of 8-3-25.


2. Appendix A of the collective bargaining agreement shall be replaced with the attached Revised Appendix A, effective 8-3-25. The increase in range minimums for FY 2024-25 will not result in any pay increases in addition to those in paragraph 1.

3. No other changes shall be made to Article 23 by way of this Agreement, and bargaining unit employees will receive the 5% pay increases scheduled for Fiscal Years 2025-26 and 2026-27.

4. This Memorandum of Agreement and the pay provisions are subject to ratification by both the bargaining unit employees and the City Council.

  
Bryan Cobb, City Manager

  
Date

  
PBA Representative

  
Date



JB  
*[Signature]*

EXHIBIT 2

**REVISED APPENDIX A**  
**FY 2024-25 PAY PLAN**

Pay Grade	Position (FLSA Status)	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max
310	POLICE OFFICER (N)	\$26.2378	\$32.7973	\$39.3567	\$57,303.42	\$71,629.28	\$85,955.14
312	POLICE SERGEANT (N)	\$35.4380	\$41.6396	\$47.8413	\$77,396.55	\$90,940.95	\$104,485.34
314	POLICE LIEUTENANT (E)	\$38.9194	\$45.7303	\$52.5412	\$85,000.00	\$99,875.00	\$114,750.00

**FY 2024-25 REVISED PAY PLAN (AUG. 3, 2025 – SEPT. 30, 2025)**

Pay Grade	Position (FLSA Status)	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max
310	POLICE OFFICER (N)	<del>\$26.2378</del> \$29.0751	<del>\$32.7973</del> \$34.8901	<del>\$39.3567</del> \$40.7051	<del>\$57,303.42</del> \$63,500.00	<del>\$71,629.28</del> \$76,200.00	<del>\$85,955.14</del> \$88,900.00
312	POLICE SERGEANT (N)	<del>\$35.4380</del> \$37.7976	<del>\$41.6396</del> \$42.9003	<del>\$47.8413</del> \$48.0030	<del>\$77,396.55</del> \$82,550.00	<del>\$90,940.95</del> \$93,694.25	<del>\$104,485.34</del> \$104,838.50
314	POLICE LIEUTENANT (E)	<del>\$38.9194</del> \$41.5774	<del>\$45.7303</del> \$47.1903	<del>\$52.5412</del> \$52.8033	<del>\$85,000.00</del> \$90,805.00	<del>\$99,875.00</del> \$103,063.68	<del>\$114,750.00</del> \$115,322.35

**REVISED FY 2025-26 PAY PLAN**

Pay Grade	Position (FLSA Status)	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max
310	POLICE OFFICER (N)	<del>\$27.4725</del> \$30.2381	<del>\$34.3407</del> \$36.2857	<del>\$41.2088</del> \$42.3333	<del>\$60,000.00</del> \$66,040.00	<del>\$75,000.00</del> \$79,248.00	<del>\$90,000.00</del> \$92,456.00
312	POLICE SERGEANT (N)	<del>\$36.8555</del> \$39.3095	<del>\$43.3052</del> \$44.6163	<del>\$49.7549</del> \$49.9231	<del>\$80,492.41</del> \$85,852.00	<del>\$94,578.58</del> \$97,442.02	<del>\$108,664.76</del> \$109,032.04
314	POLICE LIEUTENANT (E)	<del>\$40.4762</del> \$43.2405	<del>\$47.5595</del> \$49.0779	<del>\$54.6429</del> \$54.9154	<del>\$88,400.00</del> \$94,437.20	<del>\$103,870.00</del> \$107,186.22	<del>\$119,340.00</del> \$119,935.24

**REVISED FY 2026-27 PAY PLAN**

Pay Grade	Position (FLSA Status)	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max
310	POLICE OFFICER (N)	<del>\$28.7088</del> \$31.4476	<del>\$35.8860</del> \$37.7371	<del>\$43.0632</del> \$44.0267	<del>\$62,700.00</del> \$68,681.60	<del>\$78,375.00</del> \$82,417.92	<del>\$94,050.00</del> \$96,154.24
312	POLICE SERGEANT (N)	<del>\$38.3297</del> \$40.8819	<del>\$45.0374</del> \$46.4010	<del>\$51.7451</del> \$51.9200	<del>\$83,712.11</del> \$89,286.08	<del>\$98,361.73</del> \$101,339.70	<del>\$113,011.35</del> \$113,393.32
314	POLICE LIEUTENANT (E)	<del>\$42.0952</del> \$44.9701	<del>\$49.4619</del> \$51.0411	<del>\$56.8286</del> \$57.1120	<del>\$91,936.00</del> \$98,214.69	<del>\$108,024.80</del> \$111,473.67	<del>\$124,113.60</del> \$124,732.65

## EXHIBIT 3

**CITY OF OVIEDO**  
**BUDGET TRANSFER/AMENDMENT DETAIL FORM**

For Accounting use:

Fiscal Year: 24-25  
 Period: 10  
 Transaction Date: 7/7/2025

Accounting Approval: \_\_\_\_\_  
 Entered By: \_\_\_\_\_  
 Group Number: \_\_\_\_\_  
 Updated By: \_\_\_\_\_

Department/Division Police

Dept. Authorization \_\_\_\_\_

Account Number	Project Number	Fund / Account Description	Increase	Decrease
001-0000-389.90-00		Use of Fund Balane	108,803	
001-2100-521.12-10		Regular Salaries	1,470	
001-2100-521.22-20		Retirement Contributions/Police Pension	269	
001-2101-521.12-10		Regular Salaries	51,552	
001-2101-521.22-20		Retirement Contributions/Police Pension	9,434	
001-2104-521.12-10		Regular Salaries	18,813	
001-2104-521.22-20		Retirement Contributions/Police Pension	3,443	
001-2105-521.12-10		Regular Salaries	8,838	
001-2105-521.22-20		Retirement Contributions/Police Pension	1,618	
001-2106-521.12-10		Regular Salaries	10,066	
001-2106-521.22-20		Retirement Contributions/Police Pension	1,842	
001-2107-521.12-10		Regular Salaries	1,232	
001-2107-521.22-20		Retirement Contributions/Police Pension	226	

**TOTAL** **\$217,606** **\$0**  
 -----Must Balance-----  
 (Do not use cents)

**Notes / Comments**

MOA with Police

<b>Approved By:</b> Check Appropriate Box	<input checked="" type="checkbox"/>	City Council: Exceeds \$50,000	Informational Note Only: Programs/Capital not budgeted must be presented to Council	Resolution # 4614-25
		City Manager: Less than \$50,000		Approval Date: 7/7/25
		Signature:		BA # -
		Finance Director: Less than \$25,000		
		Signature:		
		Budget:		