

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is made and entered into this 13th day of January 2026 by and between the City of Venice, (hereinafter referred to as “City”) and the Florida State Lodge Fraternal Order of Police, Inc., representing the City of Venice Police Officers (hereinafter referred to as “Union”).

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2025 to September 30, 2026; and

WHEREAS, that contract constitutes the status quo;

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

Article 27, Section 7 will be replaced in its entirety as follows:

New Hires with Prior Law Enforcement Experience.

Effective the final date of ratification by the Venice City Council of this Memorandum of Understanding, notwithstanding any other provision of this Article, Police Officers hired on or after May 5, 2025 with at least 3, 4, 5, 6 or more years of prior full-time law enforcement experience as of the date of hire shall commence at Step 3, 4, 5 or 6 of the salary schedule once FDLE certified, respectively and shall receive a sign-on bonus of \$2,500. If an employee separates from City employment for any reason within one (1) year of the hire date, the employee shall be required to repay the full amount of the sign-on bonus.

FOR CITY

Name Date

FOR UNION

Name Date