

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 1st day of March 2021 by and between the City of Venice, (hereinafter referred to as "City") and the Florida State Lodge Fraternal Order of Police 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, 2019 to September 30, 2022; and

WHEREAS, that contract constitutes the status quo; and

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

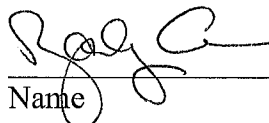
Article 14, section 4 will be deleted and replaced with:

All employees shall be encouraged to take at least one-half of the number of days they earn each year in actual time off. As an incentive to that end, they will be allowed to carry over or "bank" from one year to the next only a number of days equal to the number they take in time off, but no greater than one-half of what was earned. Any time not taken or banked in this manner, subject to the provision of Section 5 below, will be deleted without compensation at the end of each calendar year, except for 2020 and 2021, due to COVID-19. An exception to the foregoing will be any employee hired on or after October 1st of any given year, who shall not be required to take half of their accrual for the remainder of that year. However, after being allowed to carry over those accruals to the next year, they will be required to take one-half (1/2) of the total time accrued, including the carry-over, by the end of the year. Due to the extended length of their initial training, probationary employees will be financially compensated in full on the last pay period of the year for any vacation days they are not able to use during their first year to include any time earned while being sponsored at a basic recruit academy.

FOR CITY OF VENICE

Name Date

FOR FRATERNAL ORDER OF POLICE

 #443 3/4/21

Name Date