

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is made and entered into this 12th day of December 2023 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, 2022 to September 30, 2025; and

WHEREAS, that contract constitutes the status quo; and

WHEREAS, that contract provides for an Article 27 wage reopener in Fiscal Years 2024 and 2025; and

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

Article 27, Section 1 will be replaced in its entirety as follows:

For Fiscal Year 2024 (effectively December 12, 2023 – September 30, 2024):

- The base pay step table will increase to the following annual rates effective date of final ratification of this MOU, with no retroactive component:

Step 1	\$ 62,000
Step 2	\$ 64,480
Step 3	\$ 67,059
Step 4	\$ 69,742
Step 5	\$ 72,531
Step 6	\$ 75,432
Step 7	\$ 78,450
Step 8	\$ 81,588
Step 9	\$ 84,851
Step 10	\$ 88,245

- Employees in the step plan already advanced one step on October 1, 2023, based on the prior step table for Fiscal Year 2023 and will therefore remain at their current step.
- Employees at step 10 instead already received a one-time payment in the amount of 3.5% of their base pay as of September 30, 2023. These payments will stand.

For Fiscal Year 2025 (October 1, 2024 – September 30, 2025):

- The base pay step table will increase to the following annual rates effective October 1, 2024:

Step 1	\$ 65,000
Step 2	\$ 67,600
Step 3	\$ 70,304
Step 4	\$ 73,116
Step 5	\$ 76,041
Step 6	\$ 79,082
Step 7	\$ 82,246
Step 8	\$ 85,536
Step 9	\$ 88,957
Step 10	\$ 92,515

- Employees in the step plan will progress to the next step in the base pay plan on October 1, 2024.
- There will be no one-time payments for employees at step 10.
- At any given time, two Detectives, one Traffic Homicide Investigator and others at the Police Chief’s sole discretion will be on-call at the rate of \$45 per day. Those on call will be expected to answer and respond to every call while on call.

FOR CITY

Name Date

FOR UNION

Name Date