



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: James Clinch, City Manager **E-SIGN:**

FROM: Alan Bullock, Director of Human Resources

DEPARTMENT: Human Resources

DATE: January 6, 2026

MEETING DATE: January 13, 2026

SUBJECT / TOPIC: Memorandum of Understanding with Fraternal Order of Police

BACKGROUND INFORMATION:

The city's Police Officers are represented by the Florida State Lodge Fraternal Order of Police, Inc. (FOP(O)). The current collective bargaining agreement (CBA) between the city and FOP (O) is effective October 1, 2025 through September 30, 2026.

Article 27, section 7 of the CBA provides as follows:

'New Hires With Three Years Law Enforcement Experience.

All other sections in the Article notwithstanding, Police Officers hired with at least three years of law enforcement experience at date of hire will commence at step 3 and will receive a sign-on bonus of \$2,500; provided, however, if the employee leaves city employment for any reason within one year, the employee will be required to pay back the full amount of the sign-on bonus.'

Both the City and the FOP agree that it is mutually beneficial to hire Police Officers with prior experience and pay accordingly. Therefore, we have agreed, pending Council approval, to expand the scope of this language, which as proposed will now read 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.'

The reason for the May 5th 2025 date is to capture retroactively an experienced Police Officer who was hired on that date. This provision would raise his annual base salary from \$78,061 to \$83,944. No other current Police Officers will be affected.

SUPPORTS STRATEGIC PLAN: Goal Two: Provide Efficient, Responsive Government with High

Quality Services

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

Yes	N/A	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Document(s) Reviewed for ADA compliance (required if for agenda posting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	City Attorney Reviewed/Approval
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Risk Management Review
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Finance Department Review/Approval
		Funds Availability (account number):

CC: