

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 22 day of October 2013 by and between the City of Venice, (hereinafter referred to as "City") and AFSCME Local 1718, (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2012 to September 30, 2013; and

WHEREAS, that contract constitutes the status quo pending ongoing collective bargaining for the period October 1, 2013 to September 30, 2014; and

WHEREAS, the City, pending agreement with Sarasota County, proposes to eliminate the Police Dispatch function and in so doing lay off all Dispatchers in City employment at that time; and

WHEREAS, the City and Union engaged in impact bargaining relating to the elimination of the dispatch function;

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

1. With reference to Article 21, section three of the AFSCME collective bargaining agreement, upon layoff of Dispatchers, recall rights for laid off Dispatchers will be four years instead of two years.
2. Laid off Dispatchers who separate from city employment will receive a severance payment in the amount of one week of pay per complete year of service at the time of layoff. This will be subject to a minimum of two weeks and a maximum of eight weeks.
3. A Dispatcher who secures other employment and chooses to resign in order to begin work in the new job after the time of Council ratification of this Memorandum of Understanding and prior to the layoff date shall be entitled to the severance package as set forth above.
4. The City will pay 100% of COBRA for the first three months following layoff for laid off Dispatchers who separate from City employment and elect COBRA coverage.
5. From the time of Council ratification of this Memorandum of Understanding until the time of Dispatch elimination, the required notice period for Dispatchers will be two weeks and not four as required by the City's Personnel Procedures & Rules, section 1.17.

FOR CITY OF VENICE

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Name Date

FOR AFSCME LOCAL 1718

W. R. R. 10/22/13  
Name Date