

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 11 day of Nov, 2022 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 Sergeants and Lieutenants (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2017 to September 30, 2020; 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:

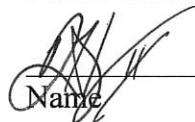
Article 14, section 4 will be deleted and replaced with:

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. 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 (2) of the total time accrued, including the carry-over, by the end of the year. The end of calendar year deadline shall not apply to 2022 due to Hurricane Ian. Instead the deadline for those hours shall be March 31, 2023.

FOR CITY OF VENICE

Name Date

FOR FRATERNAL ORDER OF POLICE

 #322 _____ 11/9/22
Name Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 11 day of Nov., 2022 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, 2022 to September 30, 2025; 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:

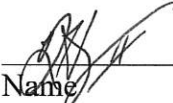
Article 14, section 4 will be deleted and replaced with:

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. The end of calendar year deadline shall not apply to 2022 due to Hurricane Ian. Instead the deadline for those hours shall be March 31, 2023. 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

 #322 11/9/22
Name Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this ^{31st} <TBD> day of ^{October} <TBD>, 2022 by and between the City of Venice, (hereinafter referred to as "City") and the American Federation of State, County and Municipal Employees, 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, 2022 to September 30, 2025; 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 12, section 1 C will be deleted and replaced with:

Each employee shall be encouraged to take a total of at least two weeks vacation each calendar year, and shall be allowed to take at least two consecutive weeks of vacation during each year. Each supervisor may develop and post a vacation schedule as early as possible in the leave year. If City operations would suffer by scheduling all requests during a given period of time, a schedule will be worked out with all conflicts to be resolved by the application of employment seniority as defined in Article 5, Section 1. After vacations are posted, no changes shall be made unless mutually agreeable or an emergency arises. Employees shall be encouraged to take at least one-half of the number of hours they earn each year in actual time off. As an incentive to that end, they will be allowed to carry over/bank from one year to the next only a number of hours 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 by the end of the pay check date in December which generates the last pay check date of each calendar year (subject to the provisions of paragraph F below), will be deleted without compensation. This deadline will not apply to hours earned in 2022, due to Hurricane Ian. The deadline for hours earned in 2022 shall instead be March 31, 2023. Any employee at risk of losing accrued time shall be given specific written notice of that status in this regard at least thirty (30) calendar days in advance of the last pay check date. One exception to the "use or lose" provision will be if an employee is hired after October 1st in any given year, then that employee is not required to take one half of the vacation accruals earned for the rest of that year. An employee in this situation will be allowed to carry over any accrued time into the next year, but will be required by the end of the last full pay check date of that year to take one-half of anything accrued, including the time carried over. A second exception to the "use or lose" provision will be that in extenuating circumstances, approved by the Director of Human Resources, employees will be allowed to use vacation time that would otherwise be lost before the end of February of the following calendar year.

FOR CITY

Name Date

FOR UNION

[Signature] 10-31-22
Name Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 31st day of October, 2022 by and between the City of Venice, (hereinafter referred to as "City") and the International Association of Firefighters Local Chapter 2546 representing the City of Venice Firefighters (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2020 to September 30, 2022; 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 34, section 4 of the current CBA will be deleted and restated as follows:

Other than for 2020 and 2021, which shall be exceptions due to Covid-19, all employees shall 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 will be deleted without compensation at the end of each year, other than vacation time accrued in 2020 and 2021. For 2022, due to Hurricane Ian, the end of calendar year deadline shall not apply. Instead the deadline for those hours shall be March 31, 2023. An additional exception to the "use it or lose it" provision will be if an employee is hired on or after October 1st in any given year; such an employee will not be required to take one-half of the vacation accruals earned for the rest of that year. They will be allowed to carry over any accrued time into the next year, but will be required by the end of that year to take one-half of everything accrued, including the time carried over.

FOR CITY OF VENICE

Name Date

FOR UNION



Name Date

10/31/22