



City of Venice

Human Resources

Interoffice Memorandum

DATE: May 31, 2018

TO: City Council

FROM: Alan Bullock, Director of Human Resources

THROUGH: Ed Lavallee, City Manager

SUBJECT: Memorandum of Understanding (MOU) with Fraternal Order of Police (FOP)

The city's Police Officers are represented by the Florida State Lodge Fraternal Order of Police (FOP).

The current collective bargaining agreement between the city and FOP (Officers) is effective October 1, 2016 through September 30, 2019. However, in working with the Policer Chief we have determined that it is in the city's best interests to enter into an MOU with the FOP that would allow the city to hire experienced Police Officers at above entry-level pay, as well as offering them a sign-on bonus. Additionally, there are two recent hires to whom it is proposed we offer the sign-on bonus.

The proposed MOU has been authorized by the FOP and is attached. It is our recommendation that you approve the proposed MOU in order to assist us in hiring experienced Police Officers.