

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 25th day of MAY 2018 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, 2016 to September 30, 2019; 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 27, will have a new section 11 added as follows:

All other sections in this Article notwithstanding, Police Officers hired on or after June 1, 2018 who have at least three years of law enforcement experience will commence at Patrol Class level with base pay of \$47,958 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.

Furthermore, Police Officer William Kuchar, whose date of hire with the City is May 2, 2016 will go to Patrol Class level on June 1, 2018 with base pay of \$47,958 and will receive a sign-on bonus of \$2,500; provided however, if Officer Kuchar leaves City employment for any reason before June 1, 2019, he will be required to pay back the full amount of the sign-on bonus

Furthermore, Police Officer Fred Thiessen, whose date of hire with the City is March 26, 2018 will go to Patrol Class level on June 1, 2018 with base pay of \$47,958 and will receive a sign-on bonus of \$2,500; provided however, if Officer Thiessen leaves City employment for any reason before June 1, 2019 he will be required to pay back the full amount of the sign-on bonus.

No other exceptions will be made for current Police Officers.

Subsequent advancement through classes for these Police Officers will be limited to one class increase per year, each October and will proceed without regard to their total years of service at the Venice Police Department, but will require the advanced training hours as specified in section 1 above.

Should any issues arise relating to the repayment of sign-on bonuses, these issues will not be subject to the grievance procedure, and will be resolved solely between the city and the Police Officer(s).

FOR CITY OF VENICE

Name

Date

FOR FRATERNAL ORDER OF POLICE



Name

5-25-18

Date