MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 12th day of May 2015 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, Sergeants & Lieutenants (hereinafter referred to as "Union").

WHEREAS, the City and the Union have collective bargaining agreements in place for the period October 1, 2014 to September 30, 2017; and

WHEREAS, those contracts constitute the status quo; and

WHEREAS, the City wishes to alter its approach to handling security for non-city sponsored special events;

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

1. Article 11, section 9 will be deleted.
2. Article 24, section 4 of the above-referenced collective bargaining agreements will be modified as follows:

The city has the prerogative to determine whether or not city police services will be provided for special events and prefers the use of city police services to alternative security services for special events. For the purpose of overtime computation, only time worked shall be considered as hours worked, except as provided herein. Sick leave, vacation, holidays, or other leave at full pay (with the exception of comp time off) shall not be considered as hours worked for the purpose of calculating overtime. However, all hours designated by the Police Department as city "special events" assignments on off-duty time shall be paid at time and one-half regardless of any other hours reflected for that pay period. For non-city special events for which the city elects to provide police services, the police services will be provided by off-duty city police officers/supervisors on a scheduled basis by agreement between the special event holder and the Fraternal Order of Police. City police officers/supervisors will be paid by the special event holder at the rate specified in the special event agreement. The City reserves the right to direct city police officers/supervisors to provide police services at non-city special events on an emergency basis if necessary. The rate to be paid by the city to city police officers/supervisors for such emergency assignments will be one and a half times their normal city rate of pay. The City and Union agree that any injuries sustained by police officers/supervisors working at special events and FOP details within the course and scope of their duties will be covered under the city's Workers' Compensation program whether they are paid by the City, the Union or the event holder. Hours on special events assignments shall not count as time worked for the purpose of overtime.

FOR CITY OF VENICE

John W. Helic 5/12/15

Name Date

FOR FRATERNAL ORDER OF POLICE

7-13-15

Name Date