

MEMORANDUM OF UNDERSTANDING

CITY OF SARASOTA  
AND  
SOUTHWEST FLORIDA POLICE BENEVOLENT ASSOCIATION, INC  
AGREEMENT

**Subject:** Change in start date of sworn officer's 12 month Department probation period.  
Change in dates sworn officers reach rank/classification.

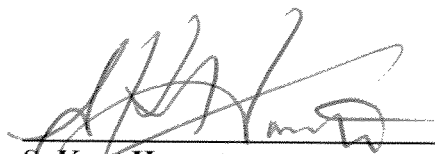
It is agreed that the effective date that sworn officers will begin their 12 month probationary period will be the start date of the Department's Field Training and Evaluation Program. This is to ensure that all officers receive a full year under observation in the training program while on probationary status.

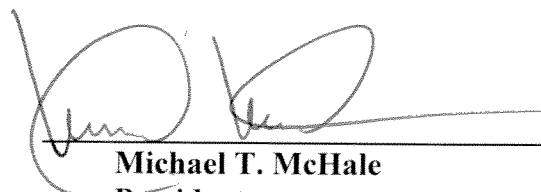
It is agreed that the sworn officer's progression of rank/classification will now be as follows:

- From 0 through 12 months – 2<sup>nd</sup> Class Probationary
- From 12 through 24 months – 2<sup>nd</sup> Class Permanent
- From 24 months and beyond – 1<sup>st</sup> Class Permanent

These changes have no impact on the established sworn officer pay scale.  
The above listed progression refers to officers that require no probationary extensions.

It is agreed that all officers hired prior to the effective date of these changes will adhere to the prior set of established rules and regulations.

  
\_\_\_\_\_  
S. Kurt Hoverter  
Director of Human Resources  
City of Sarasota

  
\_\_\_\_\_  
Michael T. McHale  
President  
Southwest Florida PBA

Date:

9/23/09  
\_\_\_\_\_

Date:

9-23-09  
\_\_\_\_\_

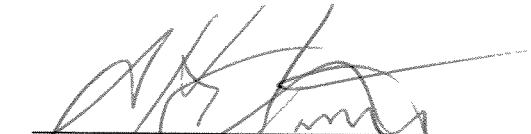
**Memorandum of Understanding**  
**Between**  
**The City of Sarasota**  
**and**  
**The Southwest Florida**  
**Police Benevolent Association, Inc. (PBA)**


As a result of the impact bargaining over the effects of the City's reorganization and force reductions announced on April 16, 2008, Lieutenants and Sergeants who were reduced in rank had their base rates frozen (red circled) at their then current level for the remainder of fiscal years 2008 and 2009, unless they were reinstated to their former rank.

If any individual is still red-circled as of 9/30/09, his/her base rate is to revert to the base rate for his/her current rank pursuant to the terms and conditions of the contract.

As of 9/30/09, James Rieser will be the only officer who has not been reinstated to his former rank of Sergeant.

The City agrees to extend his current frozen (red-circled) base rate for nine months through 7/1/10, unless he is reinstated to his former rank.

  
\_\_\_\_\_  
S. Kurt Hoverter  
Director of Human Resources  
City of Sarasota

  
\_\_\_\_\_  
Sgt. Michael T. McHale  
President  
Southwest Florida PBA

Date: 9/23/09

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