

Memorandum of Understanding

Between the City of Sarasota

And

The Southwest Florida Police Benevolent Association, Inc. (PBA)

Subject:

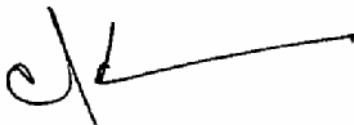
Impact bargaining over the effects of the City's reorganization and force reductions announced on April 16, 2008.

The methodology utilized to mitigate adverse wage treatment detailed below is applicable solely to this occurrence of reorganization and force reductions and does not set impact precedent for future reorganizations and force reductions that may occur:

1. Re-assignments to lower ranks impacting current Lieutenants and Sergeants will occur on May 16, 2008 unless the re-assignment is impacted by the civilianization of certain positions. Re-assignment to lower ranks resulting from civilianized positions is anticipated to occur by May 31, 2008. Individuals exercising their bumping rights will assume the shift and assignment of the appropriate vacant position. The next shift bid will occur at the regularly scheduled interval.
2. Lieutenants and Sergeants reduced in rank will have their base rates frozen (red-circled) at their current level for the remainder of fiscal years 2008 and 2009 (through 09/30/09), unless reinstated to their former rank.
  - a. Individuals so impacted will not be eligible for general wage increases or wage schedule increases, if applicable, for the period their rate is red-circled.
  - b. Shift differentials, specialty pays or other non-base pay wage treatments are not subject to red-circling.
  - c. If an individual is still red-circled as of 09/30/09, his/her base rate will revert to the base rate for his/her current rank pursuant to the terms and conditions of the contract.

3. Lieutenants and Sergeants reduced in rank will be recalled to their prior rank in order of their seniority at the higher rank when vacancies occur, until all recalls are complete, and provided they meet or exceed performance standards while performing assignments at the lower rank.
4. The bi-annual promotional testing requirement called for in the current labor agreement is suspended and the current promotional list will expire on March 09, 2009. Promotional testing will resume at a future date to be determined by the Chief of Police and the Association. When promotional testing is resumed, the promotional provisions of the collective bargaining agreement will be applicable.
5. The City and PBA agree to manage the last day worked for DROP participants pursuant to the interoffice memorandum issued on March 24, 2008 (copy attached).

For the PBA:



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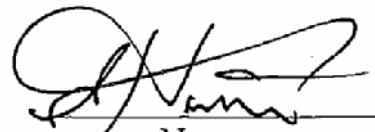
Name

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For the City of Sarasota:



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Name

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Date



Interoffice Memorandum

Date: March 24, 2008

To: Directors

From: Kurt Hoverter

Subject: Last Day Worked for DROP Participants

This memo clarifies the position discussed at a recent senior staff meeting regarding DROP participants who are approaching the end of their 60 month DROP period.

DROP participants' last day worked will be calculated by determining the employee's last day of their 60 month DROP period and subtracting the number of days the employee has accrued through the 60 month DROP period end date. Human Resources will calculate the remaining accrued time earned at the end of the 48th month in DROP and periodically thereafter to ensure that adequate time remains for the DROP participant to schedule their remaining accrued time off before the expiration of their 60 month DROP period.

For example, an employee working 40 hour weeks (5 days X 8 hours a day) with 8 hours in their accrued time would have a last day worked one day before the end of their 60 month DROP period. Since accrued time earned and taken can change on a weekly basis, Human Resources will assist you in calculating the actual last day worked for any employee approaching the end of the 60 month DROP period.

DROP participants are encouraged to contact both the pension office and benefit office to ensure they clearly understand the options available to them.

Any exception to this approach should first be discussed with the Director – Human Resources and will require approval of the appropriate Charter Official.

cf: Human Resources