

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

The City and PBA agree to the following:

A "pay period" is defined as two (2) consecutive separate and distinct work periods to accommodate the payment of wages on a biweekly basis. This change shall, in no way, be construed to allow or facilitate flexing time between two work periods to avoid the payment of overtime. This change in "pay period" will in no way affect the calculation of overtime in a "work period" as defined in Section 2 and Section 4, A & B of Article 9. The intent of this change is to modify the delivery of payment only and not to change or alter contractual definitions of work periods.

The City agrees to extend the following options to employees to assist them in the transition from weekly to biweekly payroll.

1. Employees may sell accrued time – the last weekly pay check may be supplemented with the additional payment of up to one week of accrued time (Vacation, Bonus, H-time, RWS and Banked Holiday/Storm Day). Employees may increase accrued balances by participating in Run/Walk/Swim and Bonus Day program.
2. Employees may request an advance up to 40% of one week's net pay with repayment period spread over the first two biweekly pay checks.
3. Employees can open a savings club account at the Sarasota Municipal Employees Credit Union to set aside a portion of net pay each week.
4. Employees can reallocate current direct deposit to a savings account to assist during the transition.
5. Employees can bank upcoming pay increases such as step increases and general wage increases to assist during the transition.
6. Employees who contribute to Valic, IMCA or Hartford can temporarily suspend contributions to set money aside to assist during the transition.
7. Do nothing - not elect to sell accrued time or take an advance.



S. Kurt Hoverter  
Director of Human Resources  
City of Sarasota



Sgt. Michael T. McHale  
President  
Southwest Florida PBA

Date: 01/05/09

Date: 12/31/08