

## MEMORANDUM OF UNDERSTANDING

**THIS MEMORANDUM OF UNDERSTANDING** is made and entered this 12<sup>th</sup> day of May, 2019 by and between the City of Sarasota, Florida (hereinafter referred to as "Employer") and International Union of Police Associations, AFL-CIO, Sarasota Police Officers Association, IUPA Local 6045 (hereinafter referred to as the "IUPA" or "Union") representing the bargaining unit of employees in the job classifications of Police Officer, Police Officer Sergeant, Criminalist, and Senior Criminalist who work in City of Sarasota Police Department (collectively referred to as the "Parties").

### WITNESSETH:

**WHEREAS**, the Employer and IUPA are presently negotiating an initial collective bargaining agreement ("CBA") in regard to the relevant bargaining unit. IUPA presented a proposal in regard to Field Training Officers ("FTOs") at the Sarasota Police Department during collective bargaining negotiations with the City on August 8, 2018. However, there are presently certain operational needs in the FTO Program which necessitates that the Parties to reach agreement in regard to terms and conditions of employment governing the Police Department's Field Training Officers prior to reaching an agreement on the entire CBA; and

**WHEREAS**, the Parties acknowledge that additional incentives for FTOs are necessary and proper in order to accomplish the Parties' goals of maximizing the effectiveness of the Police Department's FTO Program, and to adequately compensate the FTOs that hold this vital position.

**NOW THEREFORE**, in consideration of the mutual promises and covenants set forth below, the Parties hereto, intending to be legally bound, hereby agree as follows:

1. The above recitals are incorporated as if fully set forth herein.
2. Members of the bargaining unit who are Field Training Officers (FTOs), including one Field Training Coordinator and one Training Officer assigned to the Training Unit with responsibility over FTO's, shall receive additional pay of \$70 per week. FTO will not be considered as a Special Duty Assignment. The Chief of Police will review the number of FTOs annually. The number of FTOs will be determined by management based on the number of anticipated vacancies in the Department. In the event of a reduction in the number of FTOs, the officer with the least seniority as an assigned FTO will be reassigned from the program. In the case of a tie, the officer with the least seniority with the department shall be reassigned.
3. The Parties agree that this MOU shall be included in an Article in the collective bargaining agreement between the Parties, along with the following clause:

During the course of this Agreement, if the Sarasota Police Department decides to implement a formal certification training program for Criminalists, this Article shall be reopened only for the purpose of negotiating compensation for the

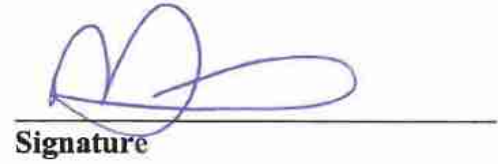
Criminalist(s) and/or Senior Criminalist(s) who will serve in the capacity as trainers.

**FOR THE CITY OF SARASOTA**

   
Signature

Karen A. McNeill Stacey L. Mason  
Print Name

**FOR IUPA**

  
Signature

Holly E. Oliva-Van Horsten, Esq.  
Print Name