

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the City of Fort Lauderdale ("City") and the Fort Lauderdale Fraternal Order of Police Lodge No. 31, Inc. ("FOP").

WHEREAS the parties to this MOU are parties to Collective Bargaining Agreements ("CBAs") between the City and Officers and Sergeants and the City and Lieutenants and Captains, and

WHEREAS the parties wish to modify Article 52 of both CBAs with regard to special event off-duty details and any other related aspect of the CBAs as stated herein:

The parties agree as follows:

1. The provisions of this MOU will apply whenever off-duty Fort Lauderdale Police Officers or other bargaining unit members work special events approved by the City Commission.
2. The City will bill the following per hour fees from the event sponsor for each hour spent providing off-duty security detail at the event:
 - a) Police Officer hourly rate – Shall be the highest pay step rate of a police officer rounded up to the highest dollar (i.e. if the officer rate is \$42.05, the rate shall be rounded up to \$43.00). The City shall be entitled to add a \$4.00 per hour administrative fee.
 - b) Sergeant hourly rate – Shall be the highest pay step rate of a police sergeant rounded up to the highest dollar as set forth above. The City shall be entitled to add a \$4.00 per hour administrative fee.
 - c) Lieutenant hourly rate – Shall be the highest pay step rate of a police lieutenant rounded up to the highest dollar as set forth above. The City shall be entitled to add a \$4.00 per hour administrative fee.
 - d) Captain hourly rate – Shall be the highest pay step rate of a police captain rounded up to the highest dollar as set forth above. The City shall be entitled to add a \$4.00 per hour administrative fee.

3. For special events designated as Major Level Special Events, which require highest levels of staffing, the above rates of pay shall increase by an additional \$5.00 per hour for each rank's hourly pay. A "Major Level Special Event" is any event that uses more than 1,000 hours of off-duty detail time by bargaining unit members.
4. The parties agree the hours worked on these off-duty details shall not be considered "hours worked" for City payroll purposes. The City shall be responsible for collecting and paying the fees directly to the members. The City will provide workers' compensation insurance coverage to any member working a special event off-duty detail and property insurance coverage for any City equipment used during the special event.
5. In all other respects the off-duty employment provisions of the CBAs and Policy 104.1 shall remain unchanged.
6. The parties recognize that special event off-duty details are a form of outside contractual employment with individuals operating under the rules, regulations, and protocols of the Police Department.
7. The parties agree that this MOU shall be retroactive to October 27, 2016.

In witness whereof, the parties execute and ratify this MOU as follows:

For: City of Fort Lauderdale

Lee Feldman, City Manager

John P. "Jack" Seiler, Mayor
As ratified by the Fort Lauderdale City Commission

For: The Fort Lauderdale Fraternal Order of Police Lodge No. 31, Inc.

Michael Tucker, Vice-President

By:
As ratified by the FOP Officers & Sergeants Bargaining Unit

By:
As ratified by the FOP Lieutenants & Captains Bargaining Unit