

Memorandum of Understanding
Between
The Town of Belleair
And
The Fraternal Order of Police, Lodge 43
Regarding Wage Procedures for Special Duty Assignments

This Memorandum of Understanding, mutually agreed to by the parties is a statement of understanding that the parties agree that Article 15 sections 4, 5 and 6 of the Agreement for the period of October 1, 2016 to September 30, 2019 shall be changed as follows to address the regular rates of compensation with respect to special duty police assignments:

Changes shown in underline

15.4 Overtime

Overtime shall be paid for all hours worked in excess of 40 in any work week. Full hours of absence due to paid holidays, paid conference/training time and jury duty will be counted as hours worked for the purposes of determining eligibility for overtime. No other time except time actually worked will be counted.

When special duty work in fire protection, law enforcement, or related activities is performed for a separate and independent employer (public or private) during an employee's off-duty hours the hours of work for the separate and independent employer are not combined with the hours worked for the Town of Belleair for purposes of overtime compensation. Please see Section 15.6 Special Duty Assignments for more information.

~~15.4, 15.5~~ Training/Seminars

15.6 Special Duty Assignments

When special duty work in fire protection, law enforcement, or related activities is performed for a separate and independent employer (public or private) during an employee's off-duty hours the hours of work for the separate and independent employer are not combined with the hours worked for the Town of Belleair for purposes of overtime compensation.

All conditions of CFR Title 29, Subtitle B, Chapter V, Subchapter A, Part 553, Subpart C, Section 553.227 shall apply. The parties agree that any alleged violations of the federal wage law or its applicable regulations shall not be subject to the arbitration provisions of the collective bargaining agreement. Rather, any alleged violations shall be enforceable in the manner provided by applicable law.

Special Duty Rates are established as \$35 per hour, \$30 per hour will be amount distributed to each employee providing special duty services and the remaining \$5 per hour will be retained by the town.

Agreed to by the duly authorized representatives of the parties this _____ day of _____, 2018.

ATTEST:

BY: _____
Christine Torok, Town Clerk

Date: _____

Town of Belleair

Fraternal Order of Police, Lodge 43

BY: _____
William Sohl, Police Chief

BY: _____
Douglas Weaver, President FOP

BY: _____
Stefan Massol, Director of Support Services

BY: _____
John Drapiewski, FOP Union Representative