

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF ATLANTIC BEACH**

**AND**

**COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION**

This Memorandum of Understanding is entered into between the City of Atlantic Beach (hereinafter referred to as "the City") and the Coastal Florida Police Benevolent Association (hereinafter referred to as "the PBA") on behalf of those employees in the classifications of Police Officer, Corporal and Sergeant (PERC Certification Number 1665) for the purpose of bargaining collectively in the determination of the wages, hours and terms and conditions of employment of those within bargaining unit.

The City and the PBA agree as follows:

Bargaining unit members will be allowed, in October of each year, to roll over into the next fiscal year a total of up to 25 hours of comp time that the employee has on the books as of September 30<sup>th</sup> of each year. Any comp hours not rolled over will be paid out by the city to the employee as is the current practice.

The contract language change will be as follows:

17.5 For the purpose of taking compensatory time off, the employee shall, in accordance with procedures for Personal Leave, Article 13, request to be allowed to utilize his accrued hours. All accrued compensatory time off must be taken during the fiscal year (October 1 - September 30) in which it is earned, except that an employee may roll over into the next calendar year no more than 25 hours of comp time. Employees shall receive a cash payment for the excess unused compensatory time on or after the last pay period of the fiscal year but no later than September 30<sup>th</sup> of the same fiscal year at the regular hourly rate earned by the employee at the time the employee receives such payment. Note: Employees will not be paid for Compensatory Time unless their Compensatory Time payment amount equals or exceeds one hour.

This Agreement will become effective upon ratification and execution by both the Union and the City, All other terms and conditions of the Collective Bargaining Agreement not specifically referenced herein shall remain unchanged.

Signed and Agreed by the City:

Signed and Agreed by the Union:

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Joe Gerrity  
Interim City Manager

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Greg Forhan, General Counsel  
Coastal Florida PBA

Date: \_\_\_\_\_

Date: \_\_\_\_\_