

LETTER OF UNDERSTANDING

WHEREAS, the current Collective Bargaining Agreements (hereinafter “CBA”) between the City of Coconut Creek (hereinafter “City”) and the Broward County Police Benevolent Association (hereinafter “PBA”) for the Officers’/Corporals’ Unit and Sergeants’ Unit provide for a 5% Shift Differential to be added to base pay for employees regularly assigned to the night shift; and

WHEREAS, Article 18, specifically section 18.14, of the Officers’/Corporals’ CBA and Article 25, specifically section 25.12, of the Sergeants’ CBA both refer to the night shift as the “Bravo Shift”; and

WHEREAS, the CBAs currently in effect were ratified by the PBA bargaining unit membership and the City on October 24, 2013; and

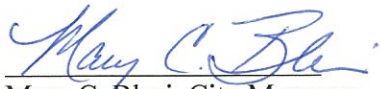
WHEREAS, on November 3, 2013, the night shift, previously called the “Bravo Shift,” was renamed the “Alpha Shift” to be consistent with other agencies participating in the Consolidated Regional e-911 Communications System; and

WHEREAS, the PBA has the exclusive right to negotiate on behalf of employees included in the bargaining units; and

WHEREAS, the PBA, through its undersigned representative, hereby acknowledges and understands that this authority, in its limited application, only affects the specific term contained in Article 18 of the Officers/Corporals’ Collective Bargaining Agreement and Article 25 of the Sergeant’ Collective Bargaining Agreement solely as it relates to clarification of the name change from “Bravo Shift” to “Alpha Shift” for the employees for whom the Shift Differential was intended.

NOW, THEREFORE, the City and the PBA acknowledge and understand the basis and intent as set forth in this Letter of Understanding, executed on this 3rd day of MARCH, 2014, between the City and the PBA is for clarification of name change from “Bravo Shift” to “Alpha Shift” for the employees who are regularly assigned to the night shift and for confirmation that the Shift Differential was only intended for the employees regularly assigned to the night shift regardless of the name change.

CITY OF COCONUT CREEK:



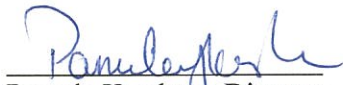
Mary C. Blasi, City Manager

Date: _____



Michael J. Mann
Chief of Police

Date: 4/8/14



Pamela Kershaw, Director
Human Resources

Date: 4/1/2014

BROWARD COUNTY POLICE
BENEVOLENT ASSOCIATION



Jeff Marano, President

Date: _____



Rodney Skirvin, Vice President

Date: 3.19.14