

MEMORANDUM OF UNDERSTANDING

The University of Florida Board of Trustees ("UFBOT") and the Florida Police Benevolent Association ("PBA") mutually agree that Article 7.5 of the current collective bargaining agreement will be interpreted and implemented according to the following guidelines:

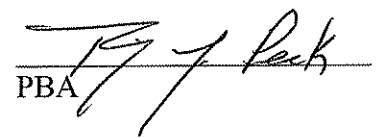
- A. Employees who work a regular duty shift of any length that STARTS on the day of a holiday will earn special compensatory leave hour for hour for actual time worked, up to the maximum number of hours of the employee's regularly scheduled shift for that day (example: for 12-hour shift employees the maximum number of special compensatory hours earned would be 12; and for 10-hour shift employees the maximum number of special compensatory hours earned would be 10).
- B. Employees who work a regular duty shift of any length that only ENDS on the day of a holiday will earn special compensatory leave hour for hour for actual time worked on the holiday only, up to a maximum of eight hours.
- C. If a holiday falls on the employee's regularly scheduled day off, the employee will earn up to eight hours of special compensatory leave depending on the actual number of hours worked in the pay cycle.
- D. Holidays falling on Saturday will be observed on the Friday preceding the holiday, and holidays falling on Sunday will be observed on the Monday following the holiday.
- E. An employee who is normally scheduled to work the holiday, but is approved for holiday leave, will be compensated for eight hours of holiday leave.
- F. The Department reserves the right to limit the number of officers working on any given holiday. When determining which officers will be selected to work a holiday, the decision will be based first on the needs of the department and then on seniority.
- G. Hours worked by an employee at a special event assignment on a holiday which is outside of the employee's regular duty shift are not eligible for earning special compensatory leave.

AGREED



UFBOT

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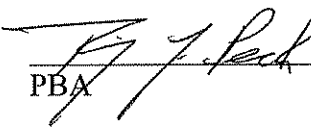
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