

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this

WHEREAS, USF and PBA are Parties to a Collective Bargaining Agreement ("CBA Agreement"), which is effective through February 28, 2023; and

WHEREAS, the Parties agree to the following terms, conditions, and provisions...

1. The Parties agree to the following terms, conditions, and provisions...

2. The Parties agree to the following terms, conditions, and provisions...

3. The Parties agree to the following terms, conditions, and provisions...

4. The Parties agree to the following terms, conditions, and provisions...

Here

5. The Parties agree to the following terms, conditions, and provisions...

Here

6. The Parties agree to the following terms, conditions, and provisions...

*[Handwritten signature of Nick Merolda]*

Nick Merolda

7. The Parties agree to the following terms, conditions, and provisions...

*[Handwritten signature]*

[Signature]

# EXHIBIT A

**Article 23**

**Wages**

23.1 Effective on the first pay period following the date of the ratification by the Board of Trustees the University will provide a \$4,000 market merit increase to the base annual wages of bargaining unit employees who, on the date of ratification of the Agreement by the Board of Trustees, meet all of the following criteria:

- A. They do not have an overall rating of "Needs Improvement" or "Unsatisfactory" on their last


ratification by the Board of Trustees; and

- C. They do not have an open Performance Improvement Plan.

23.2 Nothing contained herein shall prevent the University from providing salary increases beyond the



**UNIVERSITY OF SOUTH FLORIDA POLICE DEPARTMENT**

 <b>UNIVERSITY of SOUTH FLORIDA</b>	<b>SUBJECT:</b> Shift Bid	I-
	<b>CHIEF OF POLICE – Christopher L. Daniel</b>	
	<b>EFFECTIVE DATE:</b> TBD	<b>RESCINDS:</b>

**I. PURPOSE**

The purpose of this general order is to establish procedures as it pertains to Shift bid for the Uniform Patrol Division within the University of South Florida Police Department (USFPD).

**II. DISCUSSION**

While management reserves the right and responsibility to assign personnel



Written Directive System

General Order 1470

All necessary agents subject to the approval of the Police Chief or his