

## MEMORANDUM OF AGREEMENT

**WHEREAS**, the State of Florida and the Florida Police Benevolent Association (PBA) are parties to the Security Services Bargaining Unit Agreement for the period from July 1, 2005, through June 30, 2008; and

**WHEREAS**, PBA is the exclusive representative for the purposes of collective bargaining with respect to wages, hours and terms and conditions of employment for all employees in the Security Services bargaining unit; and

**WHEREAS**, the Florida Department of Corrections (department) and PBA have reached certain agreements relating to the terms and conditions of employment of certain employees in the Security Services bargaining unit and desire to memorialize these agreements;

**THEREFORE**, in consideration of the mutual agreements contained herein, the undersigned parties to the MEMORANDUM OF AGREEMENT stipulate and agree between themselves as follows:

### Correctional Probation Class Series

The parties agree that the current pay grades/occupational levels do not provide an adequate career ladder to recruit and retain employees in the Correctional Probation Officer (CPO) series. In order to enhance the CPO series, the parties agree that the classes/occupational levels should be structured as follows:

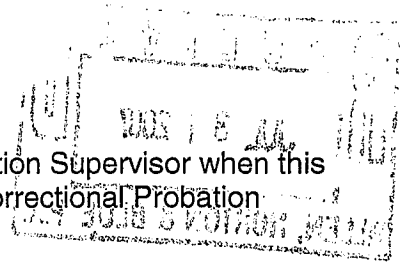
<u>Class Title</u>	<u>Class Code</u>	<u>Pay Grade</u>	<u>Occupational Level</u>
CP Officer	8036	400	02
CP Senior Officer	8039	401	03
CP Specialist	8040	401*	03
CP Supervisor	8045	402	04
CP Senior Supervisor	8046	403	05

\*For the CP Specialists the maximum of the broadband range will be utilized as the maximum of the pay range.

The department agrees to request that the Florida Department of Management Services effect the agreed-to changes to the CPO series.

When these changes become effective, the parties agree to the following:

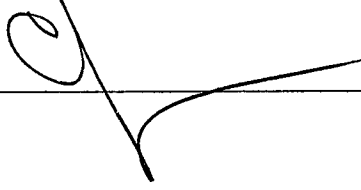
1. Employees who are Correctional Probation Specialists at the time these changes take effect shall retain their current salaries.
2. Movement from the class of Correctional Probation Senior Officer to a Correctional Probation Specialist shall be a class code/title change. Correctional Probation Officers who request to be considered for a Correctional Probation Specialist position must apply in accordance with the department's promotional procedure. A Correctional Probation Senior Officer who is selected for a Correctional Probation Specialist position shall receive the standard promotional pay increase.



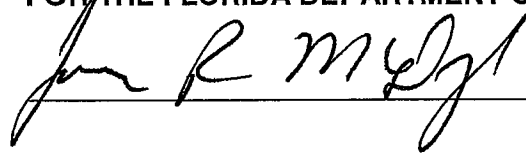
3. Employees who are assigned to the class of Correctional Probation Supervisor when this Agreement goes into effect and are subsequently placed in a Correctional Probation Specialist position shall not have their salary reduced.
4. Correctional Probation Senior Officers who are assigned to the class of Correctional Probation Specialist after this Agreement goes into effect and are placed back into a Correctional Probation Senior Officer position shall have their salary reduced by the dollar amount of the increases they received when they were appointed to the class of Correctional Probation Specialist.
5. A Correctional Probation Specialist who is involuntarily placed in a Correctional Probation Senior Officer position may be grieved in accordance with Article 6, up to and including Step 3 of the Grievance Procedure.
6. The parties agree that the provisions of this Agreement are effective when approved by the Department of Management Services,

These stipulations contain the entire agreement between the parties hereto. All parties represent that they have read this Memorandum of Agreement, understand its contents and have executed it voluntarily.

**FOR THE FLORIDA POLICE BENEVOLENT ASSOCIATION:**

  
\_\_\_\_\_ 7/26/07  
Date

**FOR THE FLORIDA DEPARTMENT OF CORRECTIONS:**

  
\_\_\_\_\_ 7/26/07  
Date

**CHIEF NEGOTIATOR FOR THE STATE OF FLORIDA:**

  
\_\_\_\_\_ 7/26/2007  
Date