

Memorandum of Understanding

This Memorandum of Understanding (MOU) is between the City of Orlando and the Fraternal Order of Police, Lodge 25 (Union). It shall have no force or effect unless the tentative collective bargaining agreement between the City of Orlando and the Union is ratified by the Union and approved by City Council.

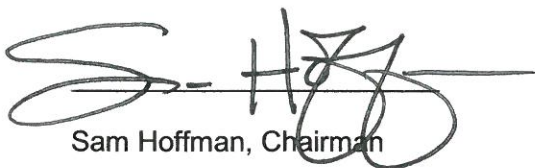
Is understood and agreed that:

- The Career Development Program for Master Police Officer is currently based on ten maintenance criterion. That number will remain at ten.
- The Career Development Program for Master Police Sergeant is currently based on 28 maintenance criterion. That number will be reduced to 19.
- There will be no increase in the vehicle fees or new restrictions in vehicle usage – current restrictions shall continue to apply – for three years.

Signed this *19th* day of July, 2010.

Val B. Demings

Val Demings, Chief of Police

A handwritten signature in black ink, appearing to read 'S. Hoffman', with a long horizontal line extending to the right.

Sam Hoffman, Chairman