

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the University of Central Florida and the West Central Florida Police Benevolent Association ("PBA") for the purpose of implementing a one-time payment for all eligible in-unit employees.

WHEREAS, UCF and PBA are parties to a Collective Bargaining Agreement ("CBA"), and

WHEREAS, UCF and PBA have recently concluded negotiations for a 2021 - 2024 collective bargaining agreement; and

WHEREAS, UCF and PBA, hereby agree to fully implement a one-time payment to all eligible in-unit employees covered by the collective bargaining agreement, as described in the Appendix herein; and

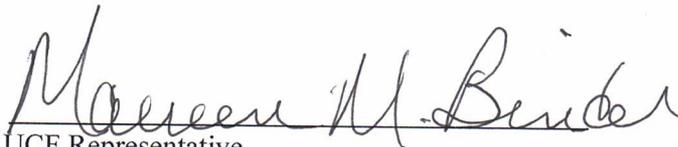
One-Time Payments.

The university shall implement a one-time payment as described in the Appendix herein for all eligible in-unit employees to be included in paychecks on June 10, 2022.

Eligibility Criteria

- A. Employees must have been employed in a regular position on or before for at least 90 days, and have been continuously employed through the date of implementation, which is June 10, 2022.
- B. Employees must have a current performance appraisal of at least "Satisfactory" or "Effective." If a current performance appraisal is not on file with Human Resources, a performance rating of "Satisfactory" or "Effective" will be assumed.
- C. Employees may not have resigned, received a notice of non-reappointment or termination, or an advance notice of separation at the time of implementation. Employees on interim, visiting, or other time-limited appointments are eligible for the one-time payment. Employees who have been provided notification of lay off from the university will not be eligible for the one-time payment.
- D. One-time payments for eligible contract & grant (C&G), auxiliary, local and COM-FPP employees must be paid from the appropriate contract & grant, auxiliary, local or COM-FPP revenues. No E&G funds are provided in support of these payments.

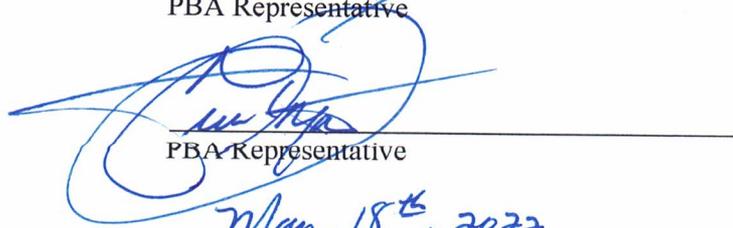
Signed this 18th day of May, 2022.



UCF Representative



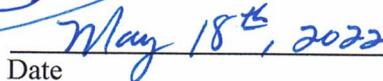
PBA Representative



PBA Representative



Date



Date

Appendix

Payment amounts to be provided to be provided to employees based on their annual salaries. When annual salaries are calculated, annual salaries shall be determined by the bargaining unit member's base rate of pay ONLY and shall not include any type of add pays. Add pays include, but are not limited to, shift differential, degree incentive pays, CJSTC incentive pays, additional payments for assignments (ex. Detectives, Special Teams, etc.)

Salary Brackets	Payment Amount
\$40,001 - \$50,000	\$3,500.00
\$50,001 - \$60,000	\$3,250.00
\$60,001 - \$70,000	\$3,000.00
\$70,001 - \$85,000	\$2,750.00