

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is entered into between ORANGE COUNTY (the “County”) and the JERRY B. HADDOCK LODGE #86 OF THE FRATERNAL ORDER OF POLICE (hereafter the “FOP”). The County and the FOP agree to create a Weekend Extra Duty Incentive to address weekend staffing issues in operational facilities, as follows:

1. Bargaining unit employees who voluntarily work a weekend shift outside their regular schedule in an operational facility will receive a \$125 Incentive for each such weekend shift voluntarily worked. The weekend shifts for purposes of this Incentive shall be the shifts beginning at 5am or 6am on Saturday through and including the shifts that end at 5am or 6am on Monday.

2. To be eligible for the Weekend Extra Duty Incentive:

- The bargaining unit employee must work the entire 12.2-hour shift to receive the weekend extra duty incentive. In cases where the employee’s late arrival is due to circumstances outside of their control, such as a delayed notification to report or an unforeseen event, Management may request them to work additional hours to ensure the total time worked corresponds to a 12.2-hour shift, thereby maintaining eligibility for the incentive. The incentive will not be prorated for partial shifts worked.
- The bargaining unit employee cannot have any unscheduled leave during the pay period. Bargaining unit employees who are off on pre-scheduled vacations and/or Family Medical Leave (FML) during the pay period shall remain eligible for the Incentive.
- The work performed on the shift must be inside one of the operational facilities, to include the Hospital and Perimeter.
- The bargaining unit employee must have volunteered to work the weekend shift. Employees who are mandated to work the weekend shift are not eligible for the Incentive.

3. The Weekend Extra Duty Incentive may be sunset at any time at the discretion of County/Department management without bargaining over the decision or the impacts of the sunset.

4. This Agreement will be effective upon its ratification by the Board of County Commissioners.

FOR THE COUNTY:

Byron W. Brooks, AICP
County Administrator

(Date)

FOR THE FOP:



President

11/25/24

(Date)