

Memorandum of Understanding

This Memorandum of Understanding (“MOU”) is entered into by and between the University of Central Florida Board of Trustees (“University”) and the Central Florida Police Benevolent Association, Inc. (“PBA”) (the University and the PBA will collectively be referred to as the “Parties”) for the purpose of implementing a pilot nighttime Watch Commander program for the remainder of the 2024-2027 Collective Bargaining Agreement that was entered into between the Parties.

WHEREAS, PBA is the certified bargaining agent for a unit of employees of the University;

WHEREAS, the Parties entered into a 2024-2027 Collective Bargaining Agreement (“CBA”), that became effective October 1, 2024, and for which the duration is scheduled to remain in effect through September 30, 2027;

WHEREAS, the Parties wish to memorialize their agreement regarding the development of a Pilot nighttime Watch Commander program and to modify, amend, and/or supplement the CBA following the conclusion of the program.

Nighttime Watch Commander Pilot Program (“Program”)

There is a need to support nighttime patrol Sergeants with a higher level of command and management, THEREFORE in an effort to better support all four UCF campus locations and to meet central Florida law enforcement industry standards in command structure and span of control, the UCF Police Department endeavors to pilot a nighttime Watch Commander Program to collect measurable data that can be reviewed by the Parties that will assist in negotiations following the conclusion of the current CBA, September 30, 2027.

Program Eligibility & Selection

All department Sergeants who have successfully completed their probationary period shall be eligible to compete to participate in the Program. A special notice memorandum will be disseminated to the Department asking for interested eligible Sergeants to notice the Operations Bureau Major through their chain of command via email. Once eligibility requirements are confirmed, each candidate will be asked to complete and return a short questionnaire, followed by an oral board interview made up of the Operations Major, the Administration Major, and the Patrol Captain. Recommendations for assignment to the program will be forwarded to the Chief and Deputy Chief for review and approval.

Program Details

1. The Watch Commander shall be referred to as such, and during the pilot program will not be referred to as Lieutenant, but rather, acting Watch Commander. They shall maintain their rank as a Sergeant within the department.

2. Department Sergeants, while operating as “Acting Watch Commander” shall receive a pay stipend of \$3 per hour for each hour worked while assigned as a Watch Commander. During “other” assignments or while working special duty the Sergeant shall receive their normal base pay as outlined in the CBA. There shall be a maximum of one (1) Watch Commander on duty at any given time who will be designated by management.
3. The proposed work period shall be one Acting Watch Commander assigned to each nighttime rotation, designated as Charlie and Delta, and the hours shall fall in line with those rotations – 1800 hours through 0600 hours. Adjustments in work periods can be made with approval from the Patrol Captain or their designee and relative to data collection to properly evaluate the program.

Key Acting Watch Commander Responsibilities:

- **Incident Command:** Take charge during critical incidents, major crimes, and emergencies, activating command structures like perimeters and staging areas to support patrol sergeants.
- **Supervision:** Oversee patrol sergeants and corporals, ensuring proper deployment, training, and adherence to rules.
- **Operations Management:** Review and approve incident and arrest reports in real time to not delay the approval process until the Patrol Captain can review and approve.
- **Reporting:** Complete response to resistance reporting, personnel complaints, and unusual events, summarizing them for the division captain.
- **Resource Management:** Ensure necessary equipment and supplies are stocked and available.
- **Facility Oversight:** Conduct inspections of facilities at each campus location.
- **Policy & Procedure:** Ensure strict compliance with all UCF Police Department policies and procedures.

Role in the Command Structure:

- Acts as the highest authority on duty when other command staff aren't present, ensuring continuity of command.

Duties might often include:

- Attending community meetings.
- Responding to calls to assist patrol supervisors.
- Completing building and PD facility inspections at each campus location.

This MOU shall become effective upon ratification by both Parties.

APPROVED FOR THE UNIVERSITY



Craig Novick

Associate General Counsel and Chief Negotiator



Date

APPROVED FOR THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.



George J. Corwin

Chief Negotiator

Florida Police Benevolent Association



Date