

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE TOWN OF BAY HARBOR ISLANDS AND
THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION**

This Memorandum of Understanding (“MOU”) is entered into this 16th day July, 2021, by and between the Town of Bay Harbor Islands, Florida, a Florida municipal corporation, hereafter referred to as the “Town,” and the Dade County Police Benevolent Association, hereafter referred to as the “Union.” The Town and the Union are collectively referred to as the “Parties.”

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement for the period October 1, 2020 to September 30, 2023 (“CBA”), which sets forth the terms and conditions of employment for the City’s bargaining unit of general employees; and

WHEREAS, the Parties desire to recognize Juneteenth as an official holiday pursuant to Article 14 of the CBA; and

WHEREAS, the Parties seek to modify the confirmatory test level for the substance Propoxyphene pursuant to Article 17 of the CBA and to update the contact information for the Town’s current MRO.

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.
2. The Parties agree to add Juneteenth as a 12th holiday recognized by the Parties effective in the year 2022, which holiday will be observed on June 19 of each year.
3. The Parties agree to reduce the Confirmation test level for the Substance Propoxyphene pursuant to Section 17.5.3 of the CBA from 300 ng/mL to 150 ng/mL effective on the date of this Agreement.
4. The Parties agree that the MRO for the Town pursuant to Section 17.5.6 of the CBA is now Doris J. Danko, MD, MA, MPH. All contact information for the MRO is as set forth in that Section of the CBA.
5. Other than as specifically set forth herein, this MOU does not modify the CBA.
6. The Parties agree that this MOU represents the Parties’ entire agreement and it cannot be amended or modified without the express consent of the Parties.
7. The Parties have had the opportunity to consult with legal counsel of their choosing.
8. The Parties signify their agreement with this Memorandum of Understanding by affixing their signatures below.

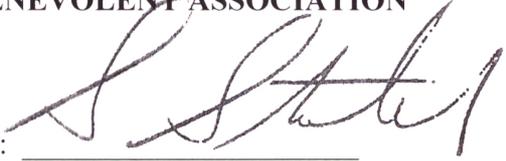
9. This MOU shall become effective immediately upon execution.

TOWN OF BAY HARBOR ISLANDS



By: _____
Maria Lasday
Town Manager

**DADE COUNTY POLICE
BENEVOLENT ASSOCIATION**



By: _____
President