

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered between the City of Hollywood ("City") and the American Federation of State, County and Municipal Employees, Local 2432 ("AFSCME" or "Union") (collectively referred to as the "Parties").

WHEREAS, the City and AFSCME are parties to a Collective Bargaining Agreement ("CBA") for the period October 1, 2013 through September 30, 2015, covering its General Employees in PERC Certification #151; and,

WHEREAS, in Sections 2 and 3 of Article 52, Regularly Scheduled Part-Time Employees, of the CBA, the Parties created a new package of benefits that apply to certain regularly scheduled part-time employees, as defined therein, that for those regularly scheduled employees employed by the City on or before the ratification date of the CBA (i.e., March 5, 2014) became effective after a sixty (60) day waiting period that started on the ratification date of the CBA ; and,

WHEREAS, in Article 52, Section 2.7 and Section 3.6, the new package of benefits for regularly scheduled part-time employees includes "A (non-matching) City contribution to a deferred comp 457 plan in the amount of \$1,000.00 to be paid annually on the employee's anniversary date of hire"; and,

WHEREAS, based on the March 5, 2014, ratification date of the CBA, plus the sixty (60) day waiting period after that ratification date (i.e., May 4, 2014), those regularly scheduled part-time employees who were employed on March 5, 2014, become eligible for this new annual \$1,000.00 contribution to the employee's deferred comp 457 plan on their respective anniversary date that falls after May 4, 2014; and,

WHEREAS, this means that some regularly scheduled part-time employees who have worked for the City for more than a year before October 1, 2013, were not eligible for the new annual \$1,000.00 contribution on their anniversary date that fell between October 1, 2013, and May 4, 2014; and,

WHEREAS, the Parties have agreed, subject to ratification by both AFSCME and the City Commission, that for those regularly scheduled part-time employees (as defined in Section 2 and Section 3 of Article 52) who are employed by the City as a regularly scheduled part-time employee on the ratification date of this MOU, the effective date of the newly created annual \$1,000.00 City contribution to the eligible employees' deferred comp plan, should be changed so that the City shall make the new \$1,000.00 contribution to the 457 deferred comp plan of those regularly scheduled part-time employees who had an anniversary date that occurred on or after October 1, 2013, through May 4, 2014, within thirty (30) days of the ratification date of this MOU;

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated as if fully set forth here.
2. Each currently employed AFSCME member who is a regularly scheduled part-time employee, as defined in Section 2 and Section 3 of Article 52 of the CBA, on the date this MOU is fully ratified, and who had an anniversary date of hire that occurred on or after October 1, 2013, through May 4, 2014 (i.e., the end of the sixty (60) day waiting period after the March 5, 2014, CBA ratification date), shall receive this annual \$1,000.00 contribution to the employee's 457 deferred comp plan within 30 days of the ratification date of this MOU. Any subsequent annual contribution shall be made thereafter to the 457 comp plan of eligible regularly scheduled part-time employees on their respective anniversary date as provided in the CBA.
3. The effective date of all other benefits provided to eligible regularly scheduled part-time employees in Article 52, Section 2 and Section 3, shall remain (unchanged) as provided in the CBA.
4. Other than as specifically set forth herein, this MOU does not modify the CBA.

5. This MOU shall become effective upon the ratification by the bargaining unit members represented by AFSCME and the City Commission. In the event this MOU is not fully ratified for any reason, it shall have no force or effect upon either Party.

Ratified by AFSCME members on the ____ day of _____, 2014.

Ratified by the City Commission on the ____ day of _____, 2014.

**CITY OF HOLLYWOOD, a Municipal
Corporation of the State of Florida**

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL 2432,**

Cathy Swanson-Rivenbark,
City Manager

Christopher Cassidy,
AFSCME President

**APPROVED AS TO FORM for
the use and reliance of the
City of Hollywood, Florida, only:**

Jeffrey P. Sheffel, City Attorney