

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding ("MOU") is entered into by and between the City of Hollywood ("City") and the Hollywood Community Redevelopment Agency ("CRA") (collectively referred to as the "Parties"). It is the intent and purpose of this MOU to assure sound and mutually beneficial working and economic relationships between the Parties in preparation for the sunset of the Beach District of the CRA in 2027.

### **Recitals**

WHEREAS, the current revenue structure of the Downtown District of the CRA will be modified after December 31, 2024, and the Beach District of CRA will sunset in on June 25, 2027; and

WHEREAS, to ensure the enhanced maintenance of the beach and Broadwalk continues and to protect and preserve the substantial investments that have been made through the CRA while creating a stable work environment for current CRA employees responsible for beach maintenance; and

WHEREAS, the City has employment opportunities for current full-time CRA beach maintenance employees to transition into positions within the City's Department of Public Works while continuing to ensure the provision of enhanced services to the CRA in accordance with the CRA Redevelopment Plans; and

WHEREAS, the administration of the City and CRA agree that it is in the mutual best interest of the Parties to provide the opportunity for certain identified CRA employees to become City employees, in comparable job classifications to their current positions with the CRA as outlined in Exhibit A, ensuring the transition of required levels of beach maintenance to the City; and

WHEREAS, these employees will be covered by either the AFSCME General or Supervisory Collective Bargaining Agreements ("CBA") upon becoming City employees, and as such Local 2432 of the American Federation of State, County and Municipal Employees ("AFSCME") and the City have entered into a Letter of Understanding governing the transition of these employees into positions with the City; and

WHEREAS, the Parties agree the "CBA" recognizes certain rights of the City to manage

and direct all of its operations including the ability to decide the scope and method of services to be performed; hire, fire, promote/demote, suspend or otherwise discipline City employees for just and proper cause; determine the needed qualifications of employees; merge, consolidate, expand or curtail, or discontinue operations whenever, in the sole discretion of the City, good business judgement makes such advisable; schedule and assign work to employees and determine the size and composition of the work force; control the use of equipment and property of the City; formulate and revise workplace rules and regulations in accordance with local, state, and federal regulations and the provisions of the CBA; and contract or subcontract any existing or future work.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. CRA beach maintenance employees who transition to become City employees will be subject to the same employee policies, rules and regulations as other City employees in similar job classifications.
2. After the sunseting of the Beach District of the CRA in June 2027, the City agrees the positions identified in the attached Exhibit A will continue to be needed by the City of Hollywood and the employees in those positions will have the same protections as any other City employee per their hire date with the City.
3. As of December 4, 2024, all eligible CRA employees who wish to become City employees in the comparable positions identified in Exhibit A will be provided this employment opportunity.
4. Those CRA employees who opt to become City employees as part of this MOU and who are eligible to participate in the City's General Employees Pension Plan ("Pension Plan") will become members of the Pension Plan with a City date of hire of December 9, 2024 subject to the same requirements of any other City employee participating in the Pension Plan.
5. Those CRA employees who transition to become City employees as part of this MOU will no longer receive a contribution from the CRA into their CRA sponsored 401A defined contribution plan.
6. CRA employees who do not become City employees as of December 9, 2024 will continue to receive a defined contribution into their 401A retirement plans from the CRA at the same level that they are currently receiving so long as they remain CRA employees.

7. The cost of accrued sick time for all CRA employees identified in Exhibit A will be the responsibility of the CRA and will be transferred to the City through a budget transfer to be approved by City Commission and CRA Board.
8. Nothing herein shall be construed to preclude opportunities to share positions and related expenses for same that may be determined to be beneficial by the City Manager and the CRA Director and approved in their respective budget process.

**AGREED TO BY ALL PARTIES TO THIS AGREEMENT**

The undersigned acknowledge and understand the intent of this MOU and agree to be bound thereby, executed on this \_\_\_\_\_ day of \_\_\_\_\_, 2024, between the City and the CRA.

**CITY OF HOLLYWOOD**

ATTEST:

By: \_\_\_\_\_  
Patricia Cerny, City Clerk

By: \_\_\_\_\_  
George R. Keller, Jr. CPPT  
City Manager

Approved as to form:

By: \_\_\_\_\_  
Douglas R. Gonzales  
City Attorney

**HOLLYWOOD CRA**

ATTEST:

By: \_\_\_\_\_  
Phyllis Lewis, Board Secretary

By: \_\_\_\_\_  
Jorge Camejo  
Executive Director

Approved as to form:

By: \_\_\_\_\_  
Douglas R. Gonzales  
CRA General Counsel

EXHIBIT A - CRA Administrative/Support Employees to Transfer COH

Person Number	Name	Enterprise Hire Date	Title	Base Rate	Enhanced Rate (longevity)	Proposed Department	Proposed Title	Proposed Base Rate	Proposed Enhanced Rate
6244	Parrish, Taywan M	10/23/2017	Assistant Maintenance Supervisor (CRA)	31.90	33.50	Public Works	Beach Maintenance Supervisor	31.90	33.50
5512	Booker, Anton L	7/29/2013	Beach Maintenance Technician (CRA)	25.21	27.23	Public Works	Public Works Technician II	25.21	27.23
8184	Campbell, Marvale W	6/15/2020	Beach Maintenance Technician (CRA)	20.66	20.66	Public Works	Public Works Technician II	20.86	20.86
10779	Cantave, Roubyson	8/19/2024	Beach Maintenance Technician (CRA)	18.54	18.54	Public Works	Public Works Technician II	20.86	20.86
9169	McKenzie, Garfield Ian	5/2/2022	Beach Maintenance Technician (CRA)	20.86	20.86	Public Works	Public Works Technician II	20.86	20.86
9782	Rivera, Jeovanny	4/17/2023	Beach Maintenance Technician (CRA)	19.10	19.10	Public Works	Public Works Technician II	20.86	20.86
4390	Laurane, Wilfrid	6/9/2004	Beach Maintenance Technician (CRA)	25.54	27.58	Public Works	Public Works Technician III	25.54	27.58
9512	Perkins, Micheal Anthony	10/31/2022	Beach Maintenance Technician (CRA)	21.00	21.00	Public Works	Public Works Technician III	21.00	21.00
5448	Williams, Jimmie D	2/6/2013	Beach Maintenance Technician (CRA)	26.48	28.60	Public Works	Public Works Technician IV	27.81	30.04
4783	Pineiro, Jorge L	8/11/2006	Assistant Maintenance Supervisor (CRA)	29.36	33.10	Public Works	Public Works Technician V	29.36	33.10
8141	Myers, Kamar Jamar	5/4/2020	Beach Maintenance Technician (CRA)	24.10	24.10	Public Works	Public Works Technician V	24.10	24.10