

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (“MOU”) is entered between the City of Hollywood (“City”) and the Fraternal Order of Police, Hollywood Lodge 24 (“FOP”) (collectively referred to as the “Parties”).

### **RECITALS**

WHEREAS, the City and FOP entered into a Collective Bargaining Agreement (“CBA”) covering the period from October 1, 2025, through September 30, 2028; and

WHEREAS, the Parties negotiated a reduction in the number of pay grades by eliminating Steps L-14 and L-17 and reallocating the 2.5% wage increases associated with each of those steps to Step L-12, resulting in a cumulative 10% increase at Step L-12; and

WHEREAS, the elimination of Steps L-14 and L-17 resulted in the loss of the compounded pay progression previously associated with those steps; and

WHEREAS, as stipulated in Section 43.1, no employee may exceed the maximum base pay for the employee’s classification; and

WHEREAS, as stipulated in Section 43.3, the employees are entitled to a 4% wage increase in each year of the CBA, unless renegotiated in accordance with Section 43.4; and

WHEREAS, employees who had attained Step L-17 prior to October 1, 2025, did not receive a 4% wage increase due to the elimination of compounded pay progression when the pay structure was condensed to Step L-12.

NOW, THEREFORE, in consideration for the promises contained herein, the Parties agree as follows:

1. That the above noted recitals are true and correct and are incorporated herein as part of this MOU.
2. The pay chart is revised to add a Step L-12A consistent with Exhibit A, attached. Step L-12A shall apply only to members who had attained the former Step L-17 prior to October 1, 2025.
3. The addition of Step L-12A is intended to preserve the compounded pay progression that was eliminated when Steps L-14 and L-17 were removed from the pay structure.
4. The amendments to Article 43 set forth in this MOU shall be effective for the remainder of the duration of the CBA.

5. Except as expressly modified herein, all other terms and conditions of the CBA remain unchanged.
6. The Parties signify their agreement to this MOU by affixing their signatures below.
7. This MOU shall become effective upon ratification by both the City and FOP.

[The remainder of this page is intentionally left blank.]

WHEREFORE, the Parties acknowledge and understand the basis and intent as set forth in this MOU, executed on this \_\_\_ day of \_\_\_\_\_, 2026, between the City and FOP.

WITNESSES:

FOR FOP:

\_\_\_\_\_

\_\_\_\_\_

Andrew Laframboise  
Lodge President, Hollywood FOP Lodge 24

\_\_\_\_\_

\_\_\_\_\_

Florida State Lodge FOP

Date

Attest:

CITY OF HOLLYWOOD, a municipal  
Corporation of the State of Florida:

\_\_\_\_\_

BY: \_\_\_\_\_

Patricia Cerny  
City Clerk

Josh Levy  
Mayor

\_\_\_\_\_

Approved:

Tammie L. Hechler  
Director, Human Resources

\_\_\_\_\_

George R. Keller, Jr. CPPT  
City Manager

APPROVED AS TO FORM AND  
LEGAL SUFFICIENCY:

\_\_\_\_\_

Chris O'Brien  
Director, Public Safety

\_\_\_\_\_

Damaris Henlon  
City Attorney