

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, General Employees' Bargaining Unit ("AFSCME"), (collectively referred to as the "Parties").

WHEREAS, the City and AFSCME are parties to a Collective Bargaining Agreement ("CBA") for the period of October 1, 2018 through September 30, 2020, covering the City's general wall-to-wall employees; and

WHEREAS, the City and AFSCME are in the process of negotiating a successor CBA; and

WHEREAS, the Parties desire to address Article 10 (Wages) prior to the conclusion of a negotiated successor agreement and not to be delayed by the ongoing COVID19 pandemic;

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. That effective October 1, 2020, the pay ranges within the Bargaining Unit shall be increased by two percent (2%).
3. That employees whose base pay (excluding longevity, assignment pay, certification pay, and leadworker pay) is below the top of the pay range for their positions shall receive a 2% wage increase on their base pay effective the first full pay period after September 30, 2020, provided that the increase does not place their base pay above the pay range for their positions. If it does, the employees shall receive the percentage increase up to the percentage that places them at the top of the pay range and the remaining percentage in a lump sum. Employees whose base pay, as defined above, is at or above the top of the pay range on October 1st shall receive a lump sum payment that is equal to the 2% increase based on their base pay.
4. The Parties signify their agreement to this MOU by affixing their signature below.
5. This MOU shall become effective upon ratification by both the City and AFSCME.

WHEREFORE, the Parties acknowledge and understand the basis and intent as set forth in this MOU, executed on this ____ day of _____, 2020, between the City and AFSCME.

WITNESSES:

FOR AFSCME:

Christopher Cassidy
President, Local 2432

As to the AFSCME, Local 2432
General Employees' Bargaining Unit

Date: _____

WITNESSES:

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

BY: _____

Joshua Levy
Mayor

As to the City

Attest:

Approved:

Patricia Cerny
City Clerk

Dr. Wazir A. Ishmael
City Manager

David E. Keller
Interim Director, Financial Services

George R. Keller, Jr. CPPT
Deputy City Manager

Tammie L. Hechler
Director, Human Resources

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY for the use and reliance of
the City of Hollywood, only.

Douglas R. Gonzales
City Attorney