

## **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, Professional 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 professional employees; and

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

WHEREAS, the Parties desire to address Article 6 (Wages & Longevity) 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, and certification 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.
3. The Parties signify their agreement to this MOU by affixing their signature below.
4. 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:

\_\_\_\_\_

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

FOR AFSCME:

\_\_\_\_\_  
Christopher Cassidy  
President, Local 2432

Date: \_\_\_\_\_

WITNESSES:

\_\_\_\_\_

As to the City

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

BY: \_\_\_\_\_  
Joshua Levy  
Mayor

Attest:

\_\_\_\_\_  
Patricia Cerny  
City Clerk

\_\_\_\_\_  
David Keller  
Interim Director, Financial Services

\_\_\_\_\_  
Tammie L. Hechler  
Director, Human Resources

Approved:

\_\_\_\_\_  
Dr. Wazir A. Ishmael  
City Manager

\_\_\_\_\_  
George R. Keller, Jr. CPPT  
Deputy City Manager

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

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

**Professional Pay Grade and Pay Ranges FY21**

<b>Pay Grade</b>	<b>Min</b>	<b>Max</b>
P1	\$49,514.48	\$80,126.34
P2	\$52,980.50	\$84,768.80
P3	\$56,689.13	\$90,702.61
P4	\$60,657.37	\$97,859.10
P5	\$64,903.39	\$103,845.42
P6	\$69,446.62	\$111,114.60
P7	\$74,307.89	\$118,892.62
P8	\$79,509.44	\$127,215.10
P9	\$85,075.10	\$136,120.16

