

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, 2021, through September 30, 2022, covering the City's general 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.

NOW, THEREFORE, in consideration of the promises contained herein and for good and valuable consideration, the Parties agree as follows:

1. That the above noted recitals are true and correct and are incorporated as part of this MOU.
2. That effective in the first full pay period after October 1, 2022, the pay ranges within the Bargaining Unit shall be increased by four percent (4%).
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 4% wage increase on their base pay effective the first full pay period after October 1, 2022, provided that the increase does not place their base pay above the pay range for their positions. If it does, then 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 4% increase based on their base pay.
4. That all employees shall receive a one-time net payment of \$1,000 per member, not applied to base pay, paid on the first full pay period in October 2022, except regularly scheduled non-seasonal part-time employees shall receive the net payment of \$1,000 paid on a prorated basis based on the employee's classification for FY23. (e.g., Employees who are classified as PT39 shall receive a net payment of \$750; those

classified as PT29 shall receive a net payment of \$500 and those classified as PT14 shall receive a net payment of \$250.)

5. The Parties signify their agreement to this MOU by affixing their signature below.
6. This MOU shall become effective upon ratification by both the City and AFSCME.

[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 _____, 2022, between the City and AFSCME.

WITNESSES:

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

FOR AFSCME:

Bogdan Corsovic
President, Local 2432

Date: _____

WITNESSES:

As to the City

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

BY: _____
Josh Levy
Mayor

Attest:

Patricia Cerny
City Clerk

David Keller
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