

## **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, Supervisory 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, regarding the employees covered by the bargaining unit; 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.

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 those employees whose base pay (excluding longevity, assignment pay, certification pay, and lead worker 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 September 30, 2022, 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 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.

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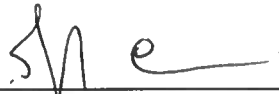
WHEREFORE, the Parties acknowledge and understand the basis and intent as set forth in this MOU, executed on this \_\_\_\_ day of \_\_\_\_\_, 2022, between the City and AFSCME.

WITNESSES:

  
AMEER KHAN  
 BAWA LAXMAN

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

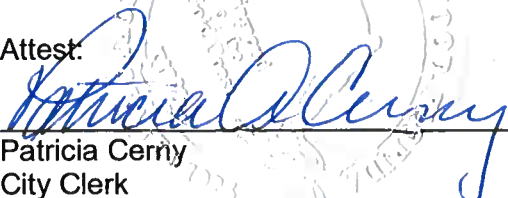
FOR AFSCME:


  
Bogdan Corsovic  
President, Local 2432  
Date: 10-19-22

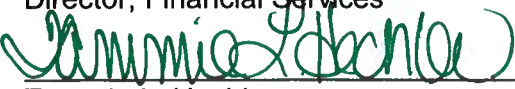
WITNESSES:

\_\_\_\_\_  
As to the City

Attest:

  
Patricia Cerny  
City Clerk


  
David E. Keller  
Director, Financial Services

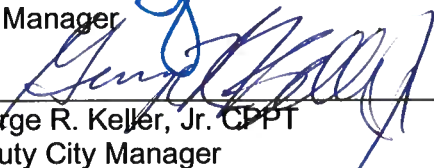
  
Tammie L. Hechler  
Director, Human Resources

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

BY:   
Josh Levy  
Mayor

Approved:

  
744 Dr. Wazir A. Ishmael  
City Manager

  
744 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 DYH

RESOLUTION NO. R-2022-324

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, APPROVING AND AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE A MEMORANDUM OF UNDERSTANDING WITH THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2432, SUPERVISORY EMPLOYEES BARGAINING UNIT, AMENDING THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT.

WHEREAS, the City and the American Federation of State, County and Municipal Employees, Local 2432 ("AFSCME"), are parties to a Collective Bargaining Agreement ("CBA") for the period from October 1, 2021 through September 30, 2022, covering the City's Supervisory Employees ("Bargaining Unit"); and

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

WHEREAS, the City and AFSCME desire to address Article 6 (Wages/Longevity) prior to the conclusion of a negotiated successor agreement; and

WHEREAS, the parties have negotiated the attached Memorandum of Understanding ("MOU"), generally increasing pay ranges within the Bargaining Unit by four percent to base pay, effective the first full pay period after October 1, 2022; and

WHEREAS, all full-time employees in the Bargaining Unit shall additionally receive a one-time net payment of \$1,000 per member, not applied to base pay, except that regularly scheduled non-seasonal part-time employees shall receive a prorated one-time net payment; and

WHEREAS, funding for this MOU is available in the FY 2023 Operating Budget in the appropriate account numbers; and

WHEREAS, the MOU shall become effective as of the date of ratification by both parties.

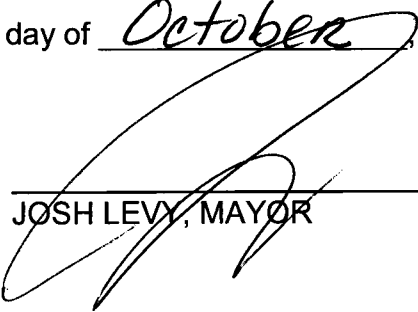
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA:

Section 1: That the foregoing "WHEREAS" clauses are ratified and confirmed as being true and correct and are incorporated in this Resolution.

Section 2: That it approves and authorizes the execution, by the appropriate City officials, of the attached Memorandum of Understanding with the American Federation of State, County and Municipal Employees, Local 2432, Supervisory Employees Bargaining Unit, amending the terms of the collective bargaining agreement with changes to Article 6 (Wages/Longevity).

Section 3: That this Resolution shall be in full force and effect immediately upon its passage and adoption.

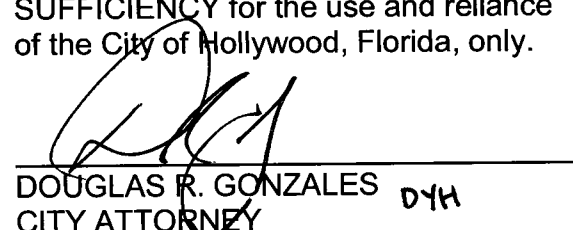
PASSED AND ADOPTED this 19 day of October, 2022.

  
\_\_\_\_\_  
JOSH LEVY, MAYOR

ATTEST.

  
\_\_\_\_\_  
PATRICIA A. CERNY, MMC  
CITY CLERK

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

  
\_\_\_\_\_  
DOUGLAS R. GONZALES  
CITY ATTORNEY DYG

## AFSCME Supervisory FY23

CLASS TITLE	PAY GRADE
ArtsPark & Cultural Affairs Division Administrator	S5
Assessments/Liens Officer	S4
Assistant Customer Service Manager	S5
Assistant Parks and Athletics Manager	S4
Collections Supervisor	S5
Construction Management Field Services Manager	S9
Construction Management Support Services Manager	S9
Customer Service Manager	S7
Customer Service Manager - Treasury	S7
Development Review Engineering Manager	S9
Engineering Support Services Manager/Architectural	S9
Engineering Support Services Manager/Engineering	S9
Environmental Services Superintendent	S6
Facilities and Trades Superintendent	S6
Facilities Supervisor	S3
Field Services and Advanced Metering Infrastructure (AMI) Administrator	S7
Fire Rescue Fleet Superintendent	S5
Fleet Superintendent	S5
Grounds, Urban Forestry and Street Maintenance Superintendent	S6
Instrumentation Control & Electrical Manager	S7
Marine Safety Chief	S5
Parking Operations Manager	S6
Parking Operations Superintendent	S5
Parks Manager - Athletics and Parks	S6
Parks Manager - Recreation and Aquatics	S7
Permit Services Manager	S3
Police Property and Facilities Manager	S5
Police Records Manager	S5
Police Records Supervisor	S2
Program & Events Manager	S4
Public Utilities Asset Manager	S8
Public Utilities Manager - Underground Utilities	S8
Public Utilities Manager-Wastewater Treatment Plant	S8
Public Utilities Manager-Water Treatment Plant	S8
Records & Archives Manager	S5
Senior Project Manager	S8
Senior Purchasing Agent	S7
Streets Superintendent	S4
Trades Supervisor	S3
Underground Utilities Superintendent	S6
Urban Forestry Supervisor	S3
Utilities Accounting Manager	S7
Utilities Accounting Supervisor	S5
Utility Billing Supervisor	S5
Wastewater Maintenance Superintendent	S6
Wastewater Plant Superintendent	S6

AFSCME Supervisory FY23

CLASS TITLE	PAY GRADE
Water Plant Operations Superintendent	S6
Water Quality Manager	S7

### Supervisory Pay Grade and Pay Ranges FY23

Pay Grade	Min	Max
S1	\$52,689.13	\$84,302.58
S2	\$56,377.35	\$90,203.76
S3	\$60,323.76	\$96,518.02
S4	\$64,546.42	\$104,495.09
S5	\$69,064.68	\$110,503.48
S6	\$73,899.20	\$118,238.72
S7	\$79,072.15	\$126,515.43
S8	\$84,607.19	\$135,371.51
S9	\$90,529.70	\$144,847.51