

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE CITY OF HIALEAH AND AFSCME, LOCAL 161**

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between City of Hialeah (“CITY”) and Hialeah Civil Service Employees Association/AFSCME, Local 161(“UNION”), collectively referred to herein as “PARTIES.”

WHEREAS, pursuant to the collective bargaining agreement between the PARTIES, the UNION represents certain part time job classifications with salary ranges as follows:

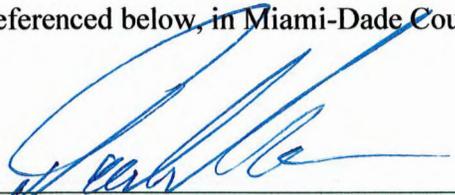
<b><u>SALARY RANGE</u></b>	<b><u>STEP 1</u></b>	<b><u>STEP 2</u></b>	<b><u>STEP 3</u></b>	<b><u>JOB CLASSIFICATIONS</u></b>
<b>81</b>	<b>8.46</b>	<b>8.53</b>	<b>-</b>	<ul style="list-style-type: none"> <li>• <b>School Crossing Guard</b></li> <li>• <b>Cashier</b></li> </ul>
<b>82</b>	<b>8.46</b>	<b>8.58</b>	<b>8.95</b>	<ul style="list-style-type: none"> <li>• <b>Clerk</b></li> <li>• <b>Library Assistant</b></li> </ul>
<b>83</b>	<b>-</b>	<b>8.46</b>	<b>8.68</b>	<b>NONE</b>
<b>84</b>	<b>8.46</b>	<b>8.95</b>	<b>9.49</b>	<b>NONE</b>
<b>85</b>	<b>8.46</b>	<b>9.00</b>	<b>10.18</b>	<ul style="list-style-type: none"> <li>• <b>Recreation Leader I</b></li> <li>• <b>Service Worker</b></li> <li>• <b>Junior Lifeguard</b></li> <li>• <b>Tennis Instructor</b></li> </ul>
<b>86</b>	<b>9.63</b>	<b>9.91</b>	<b>10.18</b>	<ul style="list-style-type: none"> <li>• <b>Recreation Leader/Instructor</b></li> <li>• <b>Computer Assistant</b></li> </ul>
<b>87</b>	<b>8.46</b>	<b>9.00</b>	<b>9.27</b>	<b>NONE</b>
<b>89</b>	<b>8.82</b>	<b>9.36</b>	<b>9.91</b>	<b>NONE</b>

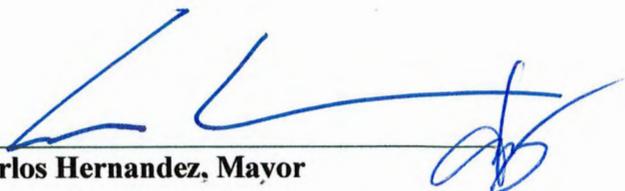
WHEREAS, the CITY desires to merge Salary Ranges 81, 82, 83, 84, 85, 86, 87 and 89 into one (1) range with Step 1 at \$10.00 per hour, Step 2 at \$10.10 per hour and Step 3 at \$10.20 per hour.

NOW, THEREFORE, in consideration of the mutual promises contained herein and other good and valuable consideration, it is hereby agreed between CITY and UNION that each of the following shall occur:

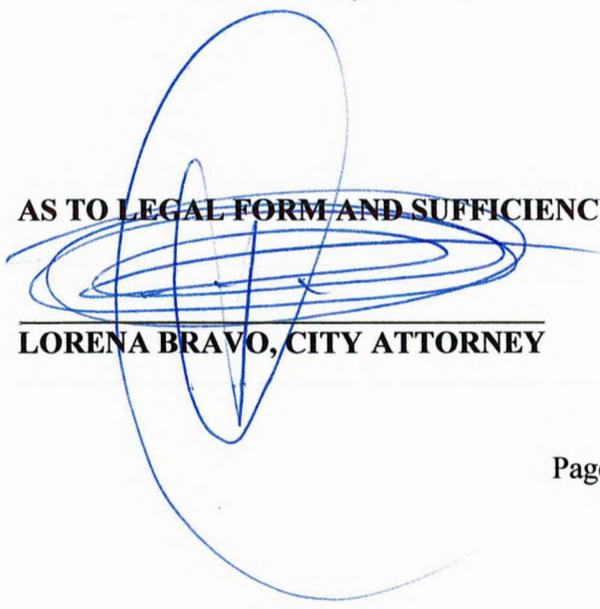
1. The CITY shall merge Salary Ranges 81, 82, 83, 84, 85, 86, 87 and 89 into one (1) range with Step 1 at \$10.00 per hour, Step 2 at \$10.10 per hour and Step 3 at \$10.20 per hour.
2. Effective the full pay period following ratification of this MOU by the PARTIES or the full pay period following October 1, 2019, whichever occurs first, the part time employees shall receive the difference in pay from current steps to the new steps. That is, part time employees in Step 1 shall receive \$10.00 per hour, those in Step 2 shall receive \$10.10 per hour and those in Step 3 shall receive \$10.20 per hour.
3. This MOU constitutes the entire understanding and agreement between the PARTIES can be modified, amended, or revoked only by written consent of both PARTIES.
4. This Agreement shall be interpreted pursuant to the laws of the State of Florida.

THIS AGREEMENT is executed by and between the parties on the dates and times as referenced below, in Miami-Dade County, Florida.

  
\_\_\_\_\_  
**David Alonso**  
**AFSCME Union President**  
Date: Sept. 24, 2019

  
\_\_\_\_\_  
**Carlos Hernandez, Mayor**  
Date: October 9, 2019

**AS TO LEGAL FORM AND SUFFICIENCY:**

  
\_\_\_\_\_  
**LORENA BRAVO, CITY ATTORNEY**