

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF HIALEAH &
HIALEAH CIVIL SERVICE EMPLOYEES ASSOCIATION/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 I.D. Technicians and I.D. Supervisors with salary ranges as follows:

<u>SALARY RANGE</u>	<u>JOB CLASSIFICATIONS</u>
49	<ul style="list-style-type: none">• I.D. Technician I
51	<ul style="list-style-type: none">• I.D. Technician Supervisor

WHEREAS, the CITY desires to amend the Salary Ranges as follows in order to attract and retain personnel in these positions:

<u>SALARY RANGE</u>	<u>JOB CLASSIFICATIONS</u>
52	<ul style="list-style-type: none">• I.D. Technician I
53	<ul style="list-style-type: none">• I.D. Technician Supervisor

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:

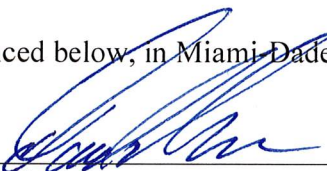
1. The CITY shall amend the I.D. Technician I salary range from a 49 to a 52.
2. The CITY shall amend the I.D. Technician Supervisor salary range from a 51 to a 53.
3. Effective the full pay period following ratification of this MOU, the following adjustments will be made to the employees listed below:

<u>NAME</u>	<u>POSITION</u>	<u>CURRENT PAY RANGE AND STEP</u>	<u>UPON RATIFICATION, NEW RANGE AND STEP</u>
Ricardo Marcial	I.D. Technician I	Range 49 Step 14	Range 52 Step 10
Lanyene Miranda	I.D. Technician I	Range 49 Step 12	Range 52 Step 8
Monica Rawley	I.D. Technician I	Range 49 Step 11	Range 52 Step 8
David Guerra	I.D. Technician I	Range 49 Step 10	Range 52 Step 7
Genesis Prescott	I.D. Technician I	Range 49 Step 7	Range 52 Step 5
Vanessa Najara	I.D. Technician I	Range 49 Step 4	Range 52 Step 1
Giselle Kleiban	I.D. Technician I	Range 49 Step 3	Range 52 Step 1
Ailyn De Jesus	I.D. Technician Supervisor	Range 51 Step 12	Range 53 Step 10

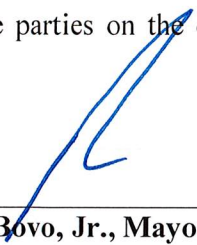
4. This MOU constitutes the entire understanding and agreement between the PARTIES can be modified, amended, or revoked only by written consent of both PARTIES.

5. 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.

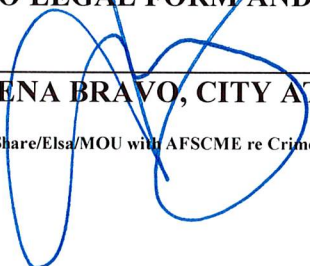


David Alonso
AFSCME Union President
 Date: Feb 28, 2022



Esteban Bovo, Jr., Mayor
 Date: 3/7/22

AS TO LEGAL FORM AND SUFFICIENCY:



LORENA BRAVO, CITY ATTORNEY
 HR Per Share/Elsa/MOU with AFSCME re Crime Scene ID Tech