

**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 Complaint Officer I, Complaint Officer II, and Police Radio Dispatcher with certain salary ranges and the CITY desires to amend the Classifications and Salary Ranges as follows in order to attract and retain personnel in these positions:

<b><u>CURRENT SALARY RANGE</u></b>	<b><u>CURRENT JOB CLASSIFICATION</u></b>	<b><u>NEW SALARY RANGE</u></b>	<b><u>NEW JOB CLASSIFICATION</u></b>
47  (Step 1 = \$31,096 – Step 14 = \$58,656)	Complaint Officer I	52  (Step 1 = \$40,898 – Step 14 = \$83,772)	Public Safety Dispatcher I
48  (Step 1 = \$31,720 – Step 14 = \$63,856)	Complaint Officer II	53  (Step 1 = \$43,446 – Step 14 = \$89,960)	Public Safety Dispatcher II
49  (Step 1 = \$32,838 – Step 14 = \$69,290)	Police Radio Dispatcher	54  (Step 1 = \$48,178 – Step 14 = \$95,628)	<i>(Same classification)</i>
50  (Step 1 = \$37,570 – Step 14 = \$73,138)	Quality Assurance Supervisor	54  (Step 1 = \$48,178 – Step 14 = \$95,628)	<i>(Same classification)</i>
51  (Step 1 = \$38,064 Step 14 = \$77,636)	Public Safety Communications Supervisor	55  (Step 1 = \$51,532 – Step 14 = \$100,568)	<i>(Same classification)</i>

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 Complaint Officer I (Pay Range 47) to a Public Safety Dispatcher I (Pay Range 52).
2. The CITY shall amend the Complaint Officer II (Pay Range 48) to a Public Safety Dispatcher II (Pay Range 53).
3. The CITY shall amend the Police Radio Dispatcher from a Pay Range 49 to a Pay Range 54.
4. The CITY shall amend the Quality Assurance Supervisor from a Pay Range 50 to a Pay Range 54.
5. The CITY shall amend the Public Safety Communications Supervisor from a Pay Range 51 to a Pay Range 55.
6. The November 2017 MOU between the PARTIES which provided for a 10% Incentive Pay and a 10% Specialty Pay is hereby rescinded.
7. Effective the full pay period following ratification of this MOU, adjustments will be made to the current employees' salaries, including changes to specialty pays, in accordance with **ATTACHMENT 1**.
8. The City, at its sole discretion, may offer a sign-up bonus of up to \$5,000 to individuals applying for positions in the 911/Dispatch Division. The City shall require reimbursement of said sign up bonus shall an individual separate employment prior to 3 years from hire date.

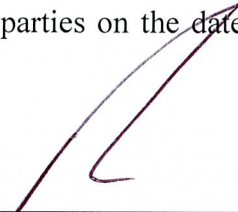
9. This MOU constitutes the entire understanding and agreement between the PARTIES  
can be modified, amended, or revoked only by written consent of both PARTIES.

10. 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.



Eddie Perez  
AFSCME Union President  
Date: 5-23-2023



Esteban Bovo, Jr., Mayor

Date: 5/24/2023  


AS TO LEGAL FORM AND SUFFICIENCY:



LORENA BRAVO, CITY ATTORNEY