

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF HIALEAH &
AFSCME UNION, 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:

<u>SALARY RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>JOB CLASSIFICATIONS</u>
77	11.38	11.66	11.93	Lifeguard (part-time)
78	12.47	12.74	14.60	Lifeguard Instructor (part-time)
79	13.01	13.28	13.55	Chief Lifeguard (part-time)

WHEREAS, the CITY, in order to recruit and retain lifeguards, conducted a salary survey to determine competitiveness and determined that salary ranges should be increased.

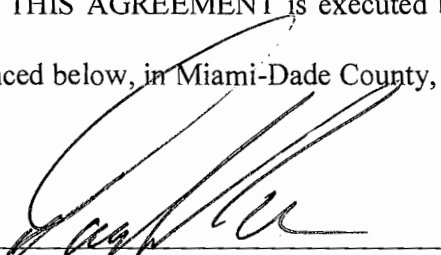
NOW, THEREFORE, in consideration of the mutual promises contained herein and other good and valuable consideration, it is hereby agreed between CITY and UNION that:

1. The salary ranges for the following job classifications shall be as follows:

<u>SALARY RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>JOB CLASSIFICATIONS</u>
77	13.75	14.72	15.78	Lifeguard (part-time)
78	14.30	14.81	15.87	Lifeguard Instructor (part-time)
79	15.02	15.47	15.94	Chief Lifeguard (part-time)


2. Effective the full pay period following execution of this MOU, the part time employees shall receive the difference in pay from current steps to the new steps.
3. This MOU constitutes the entire understanding and agreement between the PARTIES and 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.



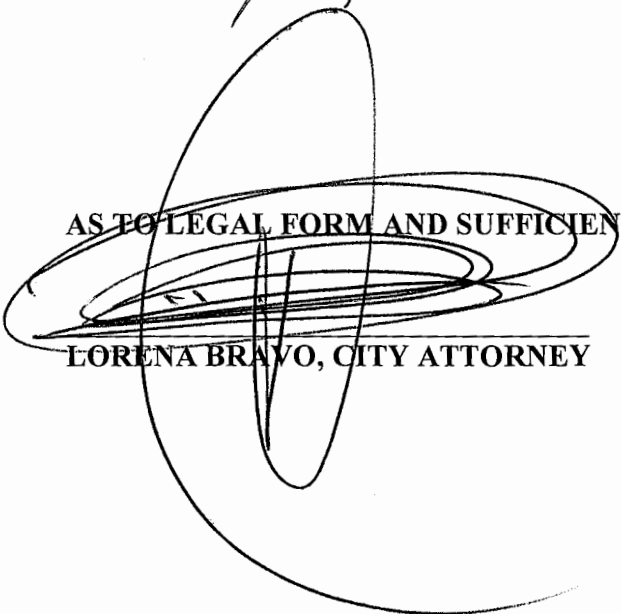
David Alonso
AFSCME Union President

Date: May 26, 2021



Carlos Hernandez, Mayor

Date: May 27, 2021



AS TO LEGAL FORM AND SUFFICIENCY:

LORENA BRAVO, CITY ATTORNEY