

MEMORANDUM OF UNDERSTANDING

The City of Miami and AFSCME, Local #1907 mutually agree to the following items:

A) Anniversary Cash Payments

1. If an employee is promoted and was not scheduled to receive an ACP until later (upon the employee's old anniversary date), the employee will not receive an ACP, as his next anniversary will fall a year after his promotion date. When the employee's next anniversary is due, the employee will receive, if rated satisfactorily, the anniversary rolled into the base.
2. If an employee is currently receiving an ACP, and the employee's next regular anniversary increase is delayed or denied for a period of time, the employee will continue to receive the ACP until the regular anniversary is implemented.
3. If a scheduled ACP is delayed or denied for a period of time, and then granted, upon receipt of the employee's next regular scheduled anniversary increase the ACP will cease.
4. If a scheduled ACP is delayed or denied beyond January 13, 1989, when approved, the ACP will then begin.
5. If an employee was scheduled to receive a regular anniversary prior to January 14, 1988, and the anniversary was delayed or denied until after January 14, 1988, the employee would receive a regular anniversary rolled into the base, and the ACP would be received at their next anniversary increase.

B) TWO - TIER PAY PLAN

1. Any full-time temporary employees working in a full-time capacity upon ratification of the labor agreement and hired prior to January 14, 1988 will be allowed to enter Tier I if hired into a permanent City position. This excludes all part-time employees, employee's in casual or recreational programs, employees hired under a grant, or employees hired by contract.

C) JOB-BASIS EMPLOYEES

1. Effective upon agreement of this Memorandum of Understanding those job basis employees who are tardy in accordance with the labor agreement, shall not be docked for time late. However, the job basis employee shall receive instances of tardiness and receive discipline as specified in the labor agreement.

FOR AFSCME, LOCAL #1907

ON THE PART OF THE
CITY OF MIAMI
MIAMI, FLORIDA

Charles Cox

Charles Cox
President

Dean R. Mielke

Dean R. Mielke
Labor Relations Officer

DATE: 11/21/88