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OCT 17 1994

MEMORANDUM OF UNDERSTANDING

PARKS AND RECREATION DEPARTMENT REORGANIZATION

AFSCME, LOCAL 1907

In an effort to better utilize the City's resources and in the spirit of labor/management cooperation, the City of Miami and AFSCME, Local 1907 hereby agree to the reorganization of the Parks and Recreation Department as described below:

Establishment of New Classifications:

- 1) Parks Manager I - The classification of Parks Manager I at Salary Range 23 shall be established. This will be a job basis position. Parks employees who are most senior in Pay Range 18 through Pay Range 20 and in the following classifications shall be offered the position of Parks Manager I: Parks Supervisor I, Tree Trimmer Crew Leader, Recreation Specialist, Program Specialist, and Handicapped Programs Leader.
- 2) Parks Manager II - The classification of Parks Manager II at Salary Range 26 shall be established. This will be a job basis position. Parks employees who are most senior on Pay Range 21 through Pay Range 25 and in the following classifications shall be offered the position of Parks Manager II: Recreation District Supervisor, Recreation Specialist Sr., Automotive Equipment Operator IV, Parks General Supervisor, and Parks Supervisor II. However, the position of Parks Supervisor I, Incumbent Michael Barechio, assigned to the Miami Springs Golf Course shall be eligible for placement in the classification of Parks Manager II.
- 3) General Repair Maintenance Supervisor - The classification of General Repair Maintenance Supervisor at Salary Range 23 shall be established. City employees may apply for the position of General Repair Maintenance Supervisor in accordance with Civil Service Rules and the City's promotional interview process. Gaston Isidron and Raul Sanchez of the Parks and Recreation Department, should they elect to compete, shall, if placed in bands A, B, C or D be selected above other City employees placed in bands A, B, C or D.

Employees placed in the classifications of Parks Managers I or II or the classification of General Repair Maintenance Supervisor shall receive a 2 step promotional increase in pay or be placed at the first step of the new classification, whichever is higher and serve a promotional probationary period of twelve (12) months. Should any Parks employee decline the opportunity to be placed in the position of Parks Manager I or II as described

above, the employee declining such opportunity shall remain in their current classification in accordance with Civil Service Rules and/or the labor agreement. Should an employee not pass the probationary period, the employee shall be returned to their former classification.

The number of positions to be established in the classification of Parks Manager I and II shall be limited to 30. Should a Parks Department employee elect to not become a Parks Manager II as specified above, the Management of the Department may elect to convert the Parks Manager II position to a Parks Manager I position.

Employees meeting the qualifications described above and who elect to be placed in the position of Parks Manager I or II shall have the seniority of their current classification transferred to their new position of Parks Manager I or II. However, Michael Barechio shall not have any seniority from this current position as Parks Supervisor I transferred to the classification of Parks Manager II.

#### Salary Range Upgrade:

The following classifications shall have their salary ranges increased as follows:

- 1) Water Sports Instructor - Shall be increased from Salary Range 21 to Salary Range 23.
- 2) Parks Naturalist - Shall be increased from Salary Range 21 to Salary Range 23.
- 3) Recreation Programs Planner - Shall be increased from Salary Range 25 to Salary Range 29.
- 4) Day Care Administrator - Shall be increased from Salary Range 27 to Salary Range 29.
- 5) Special Events Supervisor - Shall be increased from Salary Range 27 to Salary Range 29.
- 6) Program Coordinator - Shall be increased from Salary Range 27 to Salary Range 29.
- 7) Day Care Center Supervisor - Shall be increased from Salary Range 23 to Salary Range 25.

Employees in the above specified classifications shall receive a 2 step increase in pay upon the adjustment to the salary ranges.

#### Promotion to Current Classifications:

The following employees shall be promoted to the indicated classification:

- 1) Robert Frazier, Parks General Supervisor, Salary Range 23, and Saulo Bastos, Horticulturist, Salary Range 23, shall be promoted to the classification of Parks Operations Coordinator, Salary Range 27, and shall have the seniority of their current classification transferred to their new position of Parks Operations Coordinator.
- 2) Fermin Alvarez, Pools Manager, Salary Range 21, shall be promoted to the classification of Beach Operations Supervisor, Salary Range 28 and shall be assigned to Virginia Key Beach.

Should Virginia Key Beach be sold, leased or no longer operated by the City during Mr. Alvarez's tenure with the City, Mr. Alvarez's position shall be reclassified to a vacant Parks Manager II position. Should a vacant Parks Manager II position not be available, a new Parks Manager II position will be established. The placement of Mr. Alvarez in a Parks Manager II position shall be at the hourly rate Mr. Alvarez held as a Beach Operations Supervisor. In this instance, Mr. Alvarez's rate of pay would be red-circled.

The employees specified above shall receive a 2 step promotional increase or be placed at the first step of the new classification, whichever is higher and shall serve a twelve (12) month promotional probationary period.

#### Reclassifications:

The following classifications shall be reclassified as follows:

- 1) The unclassified position of Parks Services Coordinator, Salary Range 26U, Incumbent Maria Soto, shall be reclassified to a classified position at Salary Range 28. This classification will be designated as an AFSCME bargaining unit job basis classification. The incumbent, Maria Soto, shall receive a 2 step pay increase or be placed at Step 1 of the classification, whichever is higher.
- 2) The position of Golf Course Superintendent, Salary Range 31, Incumbent John Connor, shall be reclassified to the position of Chief of Operations, Salary Range 33. The incumbent, John Connor, shall receive a 2 step pay increase or be placed at Step 1 of the new classification, whichever is higher. The seniority currently held by Mr. Connor in the position of Golf Course Superintendent shall be transferred to his new position of Chief of Operations.
- 3) The position of Superintendent of Recreation, Salary Range 31 previously held by Juan Pascual shall be changed to the position of Chief of Operations, Salary Range 33 and the seniority held as Superintendent of Recreation shall be transferred to the classification of Chief of Operations.

- 4) The classification of Chief of Operations, Salary Range 31, shall be changed to Salary Range 33. The incumbent, Raul Garcia, will receive a 2 step salary increase upon adjustment to the salary range. The seniority currently held in the position shall continue.

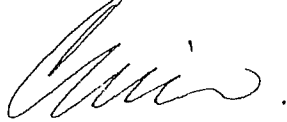
Abolishment of Classifications:

Subject to the employee accepting a position as designated in this Memorandum of Understanding and serving a twelve (12) month probationary period if specified, the following classifications and/or positions shall be abolished:

- 1) Recreation District Supervisor
- 2) Senior Recreation Specialist
- 3) Parks General Supervisor
- 4) Horticulturist
- 5) Pools Manager
- 6) Superintendent of Golf Course
- 7) Superintendent of Recreation

The implementation of the reorganization changes specified above shall take place as soon as reasonably possible upon agreement, however, employees shall not be entitled to any retroactive pay as a result of the specified changes. Upon completion of the reorganization changes specified above, all subsequent vacancies shall be filled in accordance with Civil Service Rules and the City's promotional interview process.

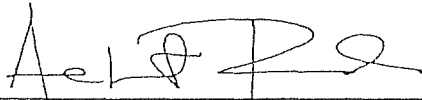
The provisions specified in this Memorandum of Understanding is non-precedent setting and shall not be used against the City in any way other than as they directly relate to actions taken under this Memorandum of Understanding.



Cesar H. Odio  
City Manager

10-11-94

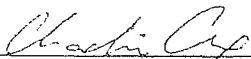
Date



Albert Ruder, Director  
Parks and Recreation

10/4/94

Date



Charlie Cox, President  
AFSCME, Local 1907

10/3/94

Date