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MEMORANDUM OF UNDERSTANDING

The City of Miami and AFSCME, Local 1907 hereby enter into this Memorandum of Understanding establishing a new classification of Code Enforcement Inspector, abolishing the classifications of Zoning Inspector I and Revenue Inspector I, and establishing the process of promoting employees currently in the classifications of Zoning Inspector I, Revenue Inspector I and Sanitation Inspector I into the new classification of Code Enforcement Inspector as follows:

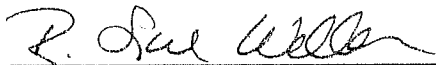
- 1) The parties agree that a new classification of Code Enforcement Inspector will be established at Salary Range 24. The duties of the classifications of Zoning Inspector I, Revenue Inspector I and Sanitation Inspector I shall be incorporated into the new classification of Code Enforcement Inspector.
- 2) Employees currently in the classifications of Zoning Inspector I, Revenue Inspector I and Sanitation Inspector I shall be promoted to the new Code Enforcement Inspector classification in a permanent position and shall not be required to serve a promotional probationary period.
- 3) The employees promoted from the classification of Zoning Inspector I shall be trained in R.O.W. Code Enforcement, Sanitation Code Enforcement and Code Revenue Enforcement over a period of eight months. Upon the promotion of the Zoning Inspector I to the classification of Code Enforcement Inspector, said employees shall receive a 5% step increase in their rate of pay which will constitute the total promotional increase.
- 4) The employees promoted from the classification of Revenue Inspector I shall be trained in R.O.W. Code Enforcement, Sanitation Code Enforcement, and Zoning Code Enforcement over a period of ten months. Upon the promotion of the Revenue Inspector I's to the classification of Code Enforcement Inspector, said employees shall receive a 5% step increase above their rate of pay. Upon the completion of the specified training, the employees promoted from Revenue Inspector I to Code Enforcement Inspector shall receive an additional 5% step increase in their rate of pay.
- 5) The employees promoted from the classification of Sanitation Inspector I shall be trained in R.O.W. Code Enforcement, Zoning Code Enforcement, and Revenue Code Enforcement over a period of twelve months. Upon the promotion of the Sanitation Inspector I's to the classification of Code Enforcement Inspector, said employees shall receive a 5% step increase above their rate of pay. Upon the completion of the specified training, the employees promoted from Sanitation

Inspector I to Code Enforcement Inspector shall receive an additional 5% step increase or be placed at Step 1 of the Code Enforcement Inspector classification, whichever is greater.

- 6) It is understood by the parties that upon the promotion of the employees from the classification of Zoning Inspector I, Revenue Inspector I, and Sanitation Inspector I to the classification of Code Enforcement Inspector, the classifications of Zoning Inspector I, Revenue Inspector I, and Sanitation Inspector I shall be abolished.
- 7) It is further agreed by the parties that the occurrence of a layoff affecting the employees promoted to the classification of Code Enforcement Inspector under this Memorandum of Understanding shall require the City to temporarily recreate the classifications of Zoning Inspector I, Revenue Inspector I and Sanitation Inspector I to determine the personnel effects within those classifications in accordance with Civil Service Rule 12. Once the department director has determined the number of positions to be abolished, a global seniority score will be used for layoff purposes only to determine the personnel effects.
- 8) The parties agree that should there be an existing register for the classifications of Zoning Inspector I, Revenue Inspector I and Sanitation Inspector I upon the execution of this Memorandum of Understanding the employees on the register shall be given the opportunity to be interviewed for the classification of Code Enforcement Inspector. Promotion to the classification of Code Enforcement Inspector shall be in accordance with the Interview Policy Procedure. Upon interview completion and band determination the register shall be abolished.
- 9) Employees in the classification of Revenue Inspector II may within five (5) work days of the execution of this Memorandum of Understanding elect to be reclassified to the classification of Code Enforcement Inspector and Item #2 as specified above shall apply. Should any employees elect to remain in the Revenue Inspector II classification, the classification shall be reviewed by Personnel Management to determine appropriate job duties and title. Item #7 shall apply to those employees electing to be reclassified to the classification of Code Enforcement Inspector except that the classification of Revenue Inspector II will be reestablished for calculation of seniority only.
- 10) While it is understood by the parties that the classification of Zoning Inspector II is not affected by this Memorandum of Understanding, employees in the Zoning Inspector II classification may voluntarily elect as the needs of the service permit to be trained in the duties of Code Enforcement Inspector.

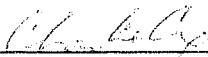
- 11) In the event a layoff occurs which affect employees in the classification of Revenue Inspector II who elected not to become Code Enforcement Inspector, Zoning Inspector II, and Chief of Zoning as of the execution date of this Agreement, the abolished classifications of Zoning Inspector I and Revenue Inspector I shall be temporarily created for the purpose of calculating seniority only.
- 12) It is agreed by the parties that nothing in this Memorandum of Understanding will conflict with the no layoff language as currently specified under Article 24 - Wages of the current labor agreement.

The City of Miami and AFSCME, Local 1907 hereby enter into this agreement with the intent of the above specified provisions to be implemented the first full pay period beginning February 19, 1995.



R. Sue Weller
Labor Relations Officer

3/2/95
Date



Charlie Cox, President
AFSCME, Local 1907

3/2/95
Date