

MEMORANDUM OF UNDERSTANDING
City of Miami & AFSCME, Local 1907

This Memorandum of Understanding is entered into this 16th day of September, 2013 between the City of Miami ("City") and the Miami General Employees, American Federation of State, County, and Municipal Employees, Local 1907 ("AFSCME") (jointly "the Parties") to modify the 2012-2014 Collective Bargaining Agreement ("CBA") as follows:

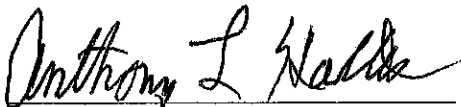
WHEREAS, the Parties have met and mutually agree to modify and add to Article 24 of the existing CBA as it relates to wages; and

NOW THEREFORE, the Parties agree:

1. Full time employees as of September 30, 2013 shall receive a one-time 3% pay supplement based on the employees' base salary.
2. The 3% pay supplement will consist of a one-time payment on the employees' base salary excluding any supplements or payment of overtime.
3. The 3% pay supplement shall not be pensionable.
4. This 3% pay supplement shall not affect AFSCME's wage reopener for fiscal year 2013-2014.

NOW THEREFORE, this MOU shall become effective upon ratification by the Parties.

ON BEHALF OF THE UNION:


Anthony Hatten
President AFSCME, Local 1907

ON BEHALF OF THE CITY:


Daniel Alfonso
Acting City Manager/CFO