

MEMORANDUM OF UNDERSTANDING

AFTER-HOUR/WEEKEND PLANS REVIEW AND INSPECTIONS

This Memorandum of Understanding ("MOU") is entered into this 14th day of April 2019 between the City of Miami ("City") and AFSCME, AFL-CIO, Local 1907 ("Local 1907") (jointly "the Parties") to add the below terms and conditions of employment not explicitly mentioned in the 2017-2020 Collective Bargaining Agreement ("CBA").

WHEREAS, the Building Department, on behalf of the City, wishes to offer its residents/developers the ability to have construction documents reviewed and building inspections completed outside of the Department's hours of operation in exchange for an after-hour/weekend review and inspection fee, paid by the entity or resident requesting the after-hour review;

WHEREAS, the City amended its Ordinance Number 13800 to provide for the expedited overnight review of plans and inspections by the Building Department;

WHEREAS, the 2017-2020 CBA for Local 1907 is silent as to how an after-hour/weekend review may affect the terms and conditions of employment of Local 1907's members within the Building Department.

WHEREAS, because the CBA is silent, the Parties agreed to enter into this MOU laying out the terms and conditions of employment associated with the after-hour/weekend review.

THEREFORE, the Parties agree as follows:

1. Only the Building Director, Building Official, Assistant Director, or the Building Director's designee, as indicated in writing from the Building Director, may approve the ability for a plan review or inspection to be conducted outside of business hours, including the weekend.
2. The following Classifications within the Building Department will be permitted to conduct after-hour/weekend reviews and inspections on behalf of the City:
 - a. Chief Building Inspector 2112
 - b. Senior Building Inspector 2103
 - c. Building Inspector 2114
 - d. Senior Roofing Inspector 2125
 - e. Roofing Inspector 2100
 - f. Chief Electrical Inspector 2122
 - g. Senior Electrical Inspector 2109
 - h. Electrical Inspector 2123

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i. Chief Elevator Inspector	2167
j. Senior Elevator Inspector	2127
k. Elevator Inspector	2165
l. Chief Mechanical Inspector	2160
m. Senior Mechanical Inspector	2107
n. Mechanical Inspector	2161
o. Chief Plumbing Inspector	2132
p. Senior Plumbing Inspector	2105
q. Plumbing Inspector	2134
r. Project Manager	1260
s. Building/Zoning Quality Control Manager	8739
t. Professional Engineer III Floodplain Administrator	8688
u. Structural Engineer/Plans Examiner	2116
v. Chief of Unsafe Structures	8737

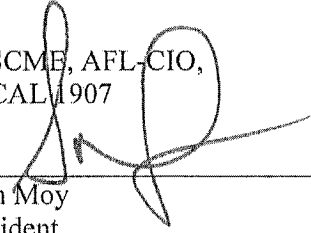
3. Any after-hour/weekend work will be completely voluntary, and no employee will be forced to accept after-hour/weekend work. No after-hour/weekend work will be done on any City-designated holiday.
4. A salary/exempt employee who accepts after-hour/weekend work will be paid two-hundred and fifty dollars and zero cents (\$250.00) for hours one through four.
5. An hourly/nonexempt employee who accepts after-hour/weekend work will be paid at time-and-a-half of his/her hourly rate.
6. All employees who accepts after-hour/weekend work will be required to signed in and signed out.
7. The above-mentioned Classifications, identified in Paragraph (2), will be grouped by trade and placed on a list in order of seniority. The most senior employee(s) will have priority to accept after-hour/weekend work. If an employee declines, the Department will move to the next employee on the specific trade list. An employee who does not answer his/her telephone during the time of after-hour/weekend work notification will have thirty (30) minutes to return the call and accept after-hour/weekend work prior to the Department offering such work to the next listed employee. An employee who accepts, (pursuant to Paragraph 6) after-hour/weekend work will be offered after-hour work after the Department has offered after-hour/weekend work to each employee on the employee's trade list. An employee who declines twice (2), or is unavailable (pursuant to Paragraph 6) after-hour/weekend work will not be re-eligible for after-hour/weekend work until the Department has offered after-hour/weekend work to each employee on the employee's trade list.

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8. An employee will be deemed unavailable for after-hour/weekend work for the day(s) an employee uses sick leave, vacation leave, FMLA, or any other paid/unpaid leave; in that event, the employee will be skipped over in the rotation, but will be given a return-to-work preference, and will be placed as the next listed employee available to conduct after-hour/weekend work upon his/her return from leave. An employee will be deemed unavailable for after-hour/weekend work if that employee is serving a suspension, and such employee will not be entitled to a return-to-work preference upon his/her return from serving the suspension.
9. Any employee conducting an after-hour/weekend review or inspection must utilize his/her City vehicle and must wear his/her City uniform during the review or inspection.

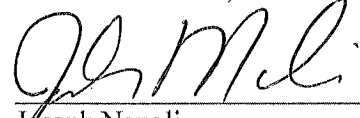
DATED this 14 day of March, 2019.

AFSCME, AFL-CIO,
LOCAL 1907


Sean Moy
President,

3/14/2019
Date

CITY OF MIAMI, FLORIDA


Joseph Napoli
Deputy City Manager

3/21/19
Date