

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF MIAMI
AND
AFSCME LOCAL 871
IMPLEMENTING RESOLUTION NUMBER 11032

This MEMORANDUM OF UNDERSTANDING ("MOU") is hereby entered between the American Federation of State, County, and Municipal Employees, Local 871 (hereinafter "AFSCME 871") and the City of Miami ("City"); the Parties shall be collectively referred to as the Parties.

WHEREAS, the City passed Resolution Number 11032, granting a one-time 1.7% pay supplement to eligible employees (see attached Ex. A-1) who performed essential work during the novel Coronavirus Pandemic.

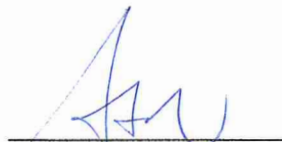
WHEREAS, the Parties are entering into this MOU in order to facilitate payment to the eligible employees in Exhibit A-1, attached.

WHEREAS, the Parties agree to the following:

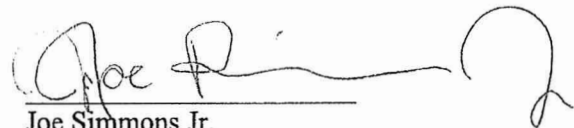
1. The City will distribute a one-time pay supplement to the eligible employees in Exhibit A-1 for the work they performed during the Pandemic.
2. To be eligible for the one-time payment, an eligible employee must have been employed by the City for at least six (6) months in one of the attached classifications in Exhibit A-1; the eligible employee must have worked for a minimum of six (6) months between March 16, 2020, and July 1, 2021.
3. The one-time 1.7% pay supplement will not be pensionable.
4. The one-time 1.7% pay supplement will be based on the employee's annual salary as of July 1, 2021, or, if the employee is no longer in a qualifying classification as seen in Exhibit A-1, the employees' highest salary while in a qualifying classification.
5. The one-time 1.7% pay supplement shall be distributed to eligible employees on or before the first pay period in March 2022.
6. The Parties agree that no other employees will be added to this MOU other than the employees in Exhibit A-1; the Parties further agree that no further supplements will be paid pursuant to this MOU to the employees in Exhibit A-1.
7. This MOU, or its contents, shall not be subject to the grievance procedure under AFSCME 871's collective bargaining agreement and does not create a past practice or prevailing benefit.

8. AFSCME 871 agrees that Exhibit A-1 encompasses every classification entitled to the one-time pay supplement in this Agreement and that there are no other classifications entitled to the supplement pursuant to this MOU
9. AFSCME 871 agrees that this MOU binds each of its members.

Agreed to on this 7 day of February, 2022.



Arthur Noriega, V
City Manager
City of Miami



Joe Simmons Jr.
President
AFSCME Local 871

JOB CODE	JOB TITLE	BARGAINING
3017	Waste Collector-Garbg	AFSCME 871
3018	Waste Collector II	AFSCME 871
3020	Waste Collector-Trash	AFSCME 871
3108	Waste Col Op I	AFSCME 871
3109	Waste Col Op II	AFSCME 871
3110	Waste Eqpt Op	AFSCME 871

