

MEMORANDUM OF UNDERSTANDING

CITY OF MIAMI & FOP LODGE NO. 20

This Memorandum of Understanding is entered into this 19 day of June 2013 between the City of Miami ("City") and Fraternal Order of Police, Walter E. Headley, Jr., Miami Lodge No. 20 ("FOP") (jointly "the parties") to clarify the 2012 - 2014 collective bargaining agreement ("CBA") as follows:

WHEREAS the Parties mutually agree to clarify the calculation methodology and retroactive application for payment under Article 18.21 of the existing CBA in order to reflect the intent of the Parties during collective bargaining negotiations.

WHEREAS Article 18 specifically 18.21 provides that upon promotion, each bargaining unit member will receive a salary increase of 10%. Upon successful completion of the promotional probationary period in the higher classification, the promoted bargaining unit member shall receive an additional 5% as to be executed within the City's pay structure.

NOW, the parties hereby clarify that upon successful completion of the promotional probationary period in the higher classification, the promoted bargaining unit member salary shall be increased by placing them on the pay step of the new rank consistent with the pay step of their previous rank at the time of promotion within the City's pay structure, attached hereto as exhibit 1.



Johnny Martinez, P.E.
City Manager
City of Miami

6-19-13

Date



Javier Ortiz,
President
FOP, Lodge #20

6-17-13

Date

Oct-10	Job Code	Step a	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	10-Year (20)	12-Year (22)	14-Year (24)	16-Year (26)	18-Year (28)	20-Year (30)	22-Year (32)	24-Year (34)
		Time on Step	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	6mo	2.5yr								
00P	5003	Police Officer- Probationary	20.5781																							
			42,802.53																							
01P	5005	Police Officer	21.6066	22.1469	22.7006	23.2682	23.8498	24.4482	25.0573	25.1430	25.7716	26.4159	27.0763	27.7532	28.4470	29.1582	29.8871	30.6343	31.5533	32.1844	32.8281	33.4847	33.4199	34.0883	34.7701	35.4654
			44,941.75	46,065.50	47,217.31	48,397.77	49,607.68	50,848.01	52,119.17	52,297.47	53,604.93	54,945.08	56,318.70	57,728.75	59,169.81	60,649.05	62,165.23	63,719.33	65,830.90	66,943.59	68,282.39	69,648.18	69,513.46	70,903.72	72,321.81	73,768.09
02P	5006	Police Off Mot Allow (+.2885)	21.8951	22.4354	22.9891	23.5567	24.1383	24.7347	25.3458	25.4315	26.0801	26.7044	27.3648	28.0417	28.7355	29.4467	30.1756	30.9228	31.8418	32.4729	33.1186	33.7732	33.7084	34.3768	35.0586	35.7539
			45,541.83	46,665.58	47,817.39	48,997.85	50,207.76	51,448.09	52,719.25	52,897.55	54,206.01	55,545.16	56,918.78	58,326.83	59,769.89	61,249.13	62,765.31	64,319.41	66,230.99	67,543.67	68,882.47	70,248.26	70,113.54	71,503.80	72,921.89	74,368.17
11P	5011	Police Sergeant	25.0633	25.1491	25.7777	26.4222	27.0828	27.7598	28.4538	29.1652	29.8943	30.6417	31.4077	32.1929	32.9976	33.0952	33.9226	34.7708	35.8138	36.5300	37.2607	38.0058	38.7659	39.5412	40.3321	41.1387
			52,131.62	52,310.04	53,617.70	54,958.24	56,332.24	57,740.49	59,183.94	60,663.56	62,180.13	63,734.80	65,327.98	66,961.19	68,635.03	68,838.11	70,559.04	72,322.94	74,492.68	75,982.48	77,502.21	79,052.03	80,633.09	82,245.76	83,890.79	85,568.57
12P	5014	Police Sgt Mot Allow (+.2885)	25.3518	25.4376	26.0862	26.7107	27.3713	28.0483	28.7423	29.4537	30.1828	30.9302	31.6962	32.4814	33.2861	33.3837	34.2111	35.0591	36.1023	36.8185	37.5492	38.2943	39.0544	39.8297	40.6206	41.4272
			52,731.70	52,910.12	54,217.78	55,558.32	56,932.32	58,340.57	59,784.02	61,263.84	62,780.21	64,334.88	65,928.06	67,561.27	69,235.11	69,438.19	71,159.12	72,923.02	75,092.74	76,582.56	78,102.29	79,652.11	81,233.17	82,845.84	84,490.87	86,168.65
21P	5012	Police Lieutenant	28.3935	29.1034	29.8311	30.5767	31.3413	32.1247	32.9279	33.0251	33.8508	34.6970	35.5645	36.4537	37.3650	38.2991	39.2567	40.2381	41.4452	42.2742	43.1196	43.9820	44.8618	45.7590	46.6743	47.6077
			59,058.39	60,535.11	62,048.59	63,599.59	65,189.86	66,819.40	68,489.96	68,692.17	70,409.70	72,169.81	73,974.22	75,823.88	77,719.13	79,662.08	81,653.88	83,696.26	86,206.06	87,930.40	89,688.81	91,482.62	93,312.58	95,178.69	97,082.47	99,024.10
22P	5015	Police Lt Mot Allow (+.2885)	28.6820	29.3919	30.1196	30.8652	31.6298	32.4132	33.2164	33.3136	34.1393	34.9855	35.8530	36.7422	37.6535	38.5876	39.5452	40.5266	41.7337	42.5627	43.4081	44.2705	45.1503	46.0475	46.9628	47.8962
			59,658.47	61,135.19	62,648.87	64,199.67	65,789.94	67,419.48	69,090.03	69,292.25	71,009.78	72,769.89	74,574.30	76,423.76	78,319.21	80,262.16	82,253.96	84,295.34	86,806.14	88,530.48	90,288.89	92,082.70	93,912.66	95,778.77	97,682.55	99,624.18
31P	5013	Police Captain	32.8394	32.9365	33.7599	34.6039	35.4691	36.3557	37.2647	38.1962	39.1512	40.1299	41.1332	42.1617	43.2158	44.2961	45.4034	46.5386	47.9347	48.8933	49.8712	50.8686	51.8860	51.1790	52.2027	53.2467
			68,305.99	68,508.00	70,220.61	71,976.18	73,775.67	75,619.82	77,510.54	79,448.20	81,434.50	83,470.21	85,557.02	87,696.26	89,888.50	92,135.83	94,439.17	96,800.25	99,704.19	101,698.06	103,732.06	105,806.76	107,922.91	106,452.40	108,581.52	110,753.11