

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made and entered this 10th day of June, 2024 by and between the City of Sarasota, Florida (hereinafter referred to as “Employer” or “City”) and The Citrus, Cannery, Food Processing and Allied Workers, Drivers, Warehouseman & Helpers, Local Union #173 (hereinafter referred to as the “Teamsters” or “Union”) representing the bargaining unit of employees in specified job classifications who work for the City of Sarasota. The Employer and the Teamsters are collectively referred to herein as the “Parties”.

WITNESSETH:

WHEREAS, the Employer and the Teamsters are parties to a collective bargaining agreement (“CBA”) dated October 1, 2022, to September 30, 2025; and

WHEREAS, the CBA provided for a wage re-opener and one other article per party to be negotiated; and

WHEREAS, the parties, met, negotiated and agreed to the changes more fully set forth below; and

WHEREAS, Employer and the Teamsters agree that Article 7, Base Rate of Pay is the only article to be negotiated during the re-opener of the third year of the CBA. Both Parties have agreed to waive the one other item.

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, the Parties, intending to be legally bound, agree as follows:

1. The above recitals are incorporated as if fully set forth herein.
2. The Teamsters and the City agree that the base rate of pay will be increased by 3.5% effective October 2, 2024 after ratification of the MOU and approval by both Parties.
3. Step increases will be continued for those in the Step schedule and will be applied during the first full pay period in which their anniversary falls.
4. Those employees on Step 8 or above, will receive a lump sum amount grossed up to \$1,000 applied during the pay period in which their anniversary falls as outlined in Article 7 attached.

FOR THE CITY OF SARASOTA



Signature

Stacie L. Mason

Print Name

FOR TEAMSTERS



Signature

Richard Zebuck Sr.

Print Name

ARTICLE #7
BASE RATE OF
PAY

Section 1. General Wage Increases:

General Wage Increases (GWI) are applicable to all covered employees as follows:

10/1/2022 All bargaining unit members will receive a 9.0% GWI to their base rate of pay to be effective the first full pay period after 10/1/2022. There are no additional step increase for this year of the contract. See Exhibit 1 for Wage Schedule for FY2022-2023 only.

10/1/2023 All bargaining unit members will receive a 3.5% General Wage Increase to their base rate of pay to be effective Oct 4, 2023. Step increases continue for those in the Step schedule and will be applied during the first full pay period in which their anniversary falls. Those on Step 8 or above will receive a lump sum of \$1,000 applied during the pay period in which their anniversary falls.

10/1/2024 All bargaining unit members will receive a 3.5% General Wage Increase to their base rate of pay to be effective Oct 2, 2024. Step increases continue for those in the Step schedule and will be applied during the first full pay period in which their anniversary falls. Those on Step 8 or above will receive a lump sum amount grossed up to \$1,000 applied during the pay period in which their anniversary falls. ~~Article 7 reopener and one other Contract Article per side to be opened.~~

Section 2. Longevity Pay:

Longevity increases will continue for eligible employees.

Longevity Pay:

Minimum # of Yrs Continuous Service <i>(From date of hire as a Full-Time Probationary)</i>		Percentage of Base Hourly Rate of Pay
5	an additional 2% to	2%
10	an additional 2% to	4%
15	an additional 2% to	6%
20	an additional 2% to	8%
25	an additional 2% to	10%
30	an additional 2% to	12%

Section 4. Shift Differential:

Shift differential will be paid for shifts worked in all departments of the City, where the employee works that shift. Shift differential will only be paid on hours worked based upon the time clock punch for the shift worked.

\$.50 per hour will be paid for the second shift; for shifts scheduled to start after 3 pm but prior to 10 pm.

\$.85 per hour will be paid for the third shift; for shifts scheduled to start after 10 pm but prior to midnight.

Call outs will not be eligible for the shift differential. Shift differential is only paid on shifts worked and not holidays, PTO time, or other attendance time away from work (any non-sweat hours).

Section 5. Language Specialty Pay:

Employees may qualify for language specialty pay as follows:

Language: Multilingual

Positions will be considered if the City deems these to be beneficial for City

business.

Procedure:

- Employees will make a written request to their department head to be considered for bilingual status. Department Head will supply names of those to be tested to the Human Resources Department.
- Testing and certification for bilingual status will be scheduled once per year and completed on City time.
- Once certified in a second language, employees will receive \$.50 per hour.
- Employees certified in an additional language will need to be available for translation and interpretation throughout the City and depending upon customer requests.

Section 6. Acting Supervisor:

1. Employees assigned to work in an acting supervisor role for more than 3 working days will receive a 5% temporary pay increase on the base rate of pay for said employee, for the length of the assignment.
2. Employees assigned to work in an acting role for more than 6 months will be placed into the pay scale for that supervisory role but are not assumed to have received the promotional position. If permanently promoted, there will not be an additional promotional pay increase.

Section 7. Sexual Offense Liaison Differential:

The City of Sarasota and Teamsters Local #173 agree a \$.50 per hour differential payable to those members of the Sarasota Police Department who perform the duties of Sexual Offense Liaison upon indication and paperwork from the Police Department.

Section 8. On-Call:

The City and Union agree that On-Call pay will apply to all employees of the City where the employee has been placed on a duty roster and is to be available

outside normally scheduled work hours and further agree to the following:

1. Employee On-Call is paid at \$160/week.
2. Employee will have a 2-hour minimum at time and a half for each call out or actual hours worked for the call out at time and a half.
3. On-Call work rules delineated in Exhibit 3 must be followed.
4. The employee must be on an identifiable schedule such as a duty roster or on-call schedule to be paid on-call.

Section 9. Represented Titles:

A list of job titles by grade that are represented by the union can be found in Exhibit 4.

Section 10. CDL Fees:

Eligible employees with CDL licenses will be eligible for reimbursement of their renewal fees.

TA Teamsters: [Signature] Date: 6-10-2024

TA City: [Signature] Date: 6-10-2024