

MEMORANDUM OF UNDERSTANDING

The City of Miami and AFSCME, Local 1907 hereby agree that certain classified managerial/confidential occupations, upon their transfer, will be entitled to the benefits as specified in the AFSCME labor agreement. Those classified occupations to remain as managerial/confidential are so designated on the attached listing. In the event a PERC filing is required, the parties consent to filing an agreement with PERC in accordance with this Memorandum of Understanding, however, the City of Miami and/or AFSCME, Local 1907 have the right to petition PERC for a unit clarification hearing during negotiations of a subsequent labor agreement. The party seeking a unit clarification before PERC shall bear the burden of proof.

The parties further agree that those managerial/confidential employees now considered as part of the AFSCME bargaining unit shall not be entitled to receive benefits that heretofore were exclusive to managerial/confidential employees. Managerial/confidential employees which are now considered as part of the AFSCME bargaining unit shall be placed at the appropriate pay step of Salary Schedule A as determined by Labor Relations.

The placement of the managerial/confidential employees in the AFSCME bargaining unit shall occur during the month of November 1991, however, any employees eligible, as determined by the City, for the newly implemented 20 year longevity increase shall receive such longevity increase retroactive to October 6, 1991.

Should it be determined the employee is eligible for prior longevity increases (10th or 15th), the granting of such longevity increase shall be on a year by year basis with no more than one step increase a year until such time as the employee is placed on the appropriate step not to exceed the pay range. Further, the granting of such longevity step increases shall be in accordance with Article 24 - Wages, Section 6 of the AFSCME labor agreement.



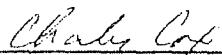
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Cesar H. Odio  
City Manager

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11-21-91

Date



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Charles Cox  
President

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11-21-91

Date

SUPPORT STAFF OCCUPATIONS

1036	Senior Legal Secretary
1125	Staff Auditor
1126	Senior Staff Auditor
1127	Principal Staff Auditor
1128	Assistant Auditor
1159	Group Benefits Supervisor
1160	Insurance Coordinator
1311	Administrative Assistant III
1318	Personnel Officer
1320	Senior Personnel Officer
1322	Personnel Supervisor
1325	Assistant Personnel Administrator
1328	Validation Supervisor
1328	Classification & Compensation Supervisor
1335	Principal Management Analyst
1338	Management Analyst Supervisor
1368	Senior Staff Analyst (Mimi Turin Only)
1570	Systems Software Manager
1573	Data Base Manager
1577	Project Analyst
1587	Information Center Manager
1816	Claims Adjuster III
1822	Assistant Claims Supervisor
1824	Claims Supervisor
5726	Accountant Supervisor (Angel De Pedro Only)
7009	Nurse Advisor