

MEMORANDUM OF UNDERSTANDING
Inspector Series
AFSCME, Local 1907

The City of Miami and AFSCME, Local 1907 hereby enter into this Memorandum of Understanding to address identified hiring problems in the Inspector classifications in the Building and Zoning Department. This Agreement will be implemented in the following manner:

1. It is agreed by the parties that the salary ranges for Building/Electrical/Mechanical/Plumbing Inspectors I will be increased from Range 25 to Range 27, Building/Electrical/Mechanical/Plumbing Inspectors II will be increased from Range 27 to Range 29 and Chief Building/Electrical/Mechanical/Plumbing Inspectors will be increased from Range 31 to Range 32.
2. It is agreed by the parties that all employees in Tier 2 of the Inspectors classification series, referred to herein will receive a five (5%) percent increase effective the first full pay period following the effective date of this Agreement. Employees in Tier 1 of all Inspector classifications referred to herein will be adjusted to the proper step, but will not receive an immediate salary increase.
3. It is agreed by the parties that an Inspector III classification will be established for the areas of Building, Electrical, Mechanical and Plumbing at salary range 30.
4. The parties further agree that promotions to the Inspectors II and III will no longer be in accordance with Civil Service Rules and Regulations or LMP 3-92. Promotion to the Chief classifications will be in accordance with Civil Service Rules and

Regulations and LMP 3-92. Seniority will be applied in accordance with the Civil Service Rules and Regulations, and probationary periods will be in accordance with Civil Service Rules and Regulations and the AFSCME labor agreement.

5. The parties agree that promotions to the Electrical, Mechanical and Plumbing Inspectors II and all Inspectors III will be based upon requirements of the South Florida Building Code and the State of Florida. Promotions to the Building Inspector II will be based upon requirements of the South Florida Building Code and the State of Florida for Building Inspector including certification in roofing (residential and/or commercial). The Department of Human Resources will be responsible for determining eligibility for promotions via a qualification procedure as determined by Recruitment and Selection.
6. It is agreed that employees currently in Tier 1 of the Inspector I series who are not eligible to be promoted to an Inspector II effective the date of this agreement will be granted a temporary 5% salary adjustment for a period not to exceed 15 months. If eligibility has been obtained within the 15 month period the temporary 5% adjustment will be continued until the one year time-in-grade has been satisfied and an additional 3 months to become certified in accordance with the South Florida Building Code and the State of Florida. Should an employee receiving the temporary 5% salary adjustment fail to sit for the exam to be given in December 1996 the temporary 5% salary adjustment shall cease. The temporary salary adjustment will be deleted upon promotion.
7. It is agreed by the parties that promotions of current employees may only take place if the employee is in permanent status, or meets the requirements of a higher level

position in accordance with the South Florida Building Codes and State of Florida. It shall be a requirement that employees hired after this Agreement, as well as current employees who are subsequently promoted after December 30, 1996, must have obtained permanent status and maintain an overall performance evaluation of ~~3.5%~~ ^{3.36} and have a rating of at least 3.0 in all dimensions for the two (2) most recent evaluation years.

8. Employees promoted to the Inspector II or III classifications will receive a 2 step salary increase (approximately 10%). The effective date of the promotion will be the first full pay period following verification by Human Resources that the employee has met the requirements for promotion.
9. Employees in the Inspector I classifications as of the effective date of this Agreement who meet the requirements for the Inspector III classifications will only receive a two step increase (approximately 10%) upon promotion.

Charlie C. Cox
Charlie C. Cox

7/5/96
Date

R. Sue Weller
R. Sue Weller

6/28/96
Date