

MEMORANDUM

TO: Mayor Grover Robinson, IV

FROM: Chris Holley

DATE: 8-16-2019

SUBJECT: Ratification of the MOU between AFSCME and the City of Pensacola

MEMORANDUM OF UNDERSTANDING

The purpose of this Memorandum of Understanding ("MOU") is to document an agreement reached between the employer, City of Pensacola, Florida, by and through Mayor Grover C. Robinson, IV ("the City"), and the American Federation of State, County, and Municipal Employees ("AFSCME") Florida Council 79, by and through the attached MOU by the President of Local 3253 ("the Union").

Pursuant to recommendations and concurrence by the City negotiating team, the undersigned hereby concur with the agreement in the MOU and recommend acceptance by the Mayor and ratification by the City Council.


Roderick L. Powell, Chief HR Officer


Christopher Holley, City Administrator

Executed on the date 8/15/2019

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Part I. Pay Increase for Union Members

- A. As non-union employees are to receive a 4 percent pay increase as a market adjustment following a pay study by an independent consultant, the City proposes an additional one-time one-half (.5) percent pay increase effective October 1, 2019 to supplement the already agreed-upon pay increase of 3.5 percent to take effect October 1, 2019 pursuant to the Collective Bargaining Agreement.

DW 7/22/19 Accept (initial/date)

_____ Decline (initial/date)

- B. Consistent with the City's Performance Management System (CPMS) to establish merit-pay increases as a result of performance evaluations for non-union employees, the City offers to include the Union in the process such that upon receipt of a Meets Expectations rating, a Union member would receive a one (1) percent merit increase and upon receipt of an Exceeds Expectations rating, a Union member would receive a two (2) percent merit increase over and above what has been negotiated.

DW 7/22/19 Accept (initial/date)

_____ Decline (initial/date)

Part II. Pay Correction for Select Positions Pursuant to Pay Study.

After a study by Evergreen Solutions, LLC, an independent expert, regarding market conditions relative to pay of City employees, it was concluded the positions of Auto/Equipment Mechanic II and Master Mechanic are not compensated competitively. Further, anecdotal evidence reflects that vacancies in these positions are challenging to fill and incumbents difficult to retain because of these market conditions. To address this unique circumstance, the City offers to make a correction to the pay range of these positions in the following manner, with the understanding that this MOU does not offer a pay correction to any of the other bargaining unit members as their positions were not identified in the study as being impacted by the unique market conditions applicable to Auto/Equipment Mechanic II and Master Mechanic:

Job Title	Job Code	Current Salary Range	Proposed Salary Range
Auto/Equipment Mechanic II	6003	GE-08	GE-15
Master Mechanic	6118	GE-11	GE-18

Auto/Equipment Mechanic II pay range to increase from GE-08 to GE-15. Any current incumbent below the minimum of the new range will be adjusted to the new minimum.

DW 7/29/19 Accept

_____ Decline

Master Mechanic pay range to increase from GE-11 to GE-18. Any current incumbent below the minimum of the new range will be adjusted to the new minimum.

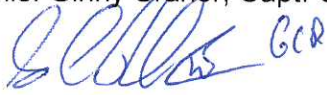
DW 7/29/19 Accept

_____ Decline

GROVER C. ROBINSON, IV
Mayor

MEMORANDUM

To: Robert Larkin, Rod Powell, Susan Woolf, Heather Lindsay, Chris Holley, Keith Wilkins, Dick Barker, Amy Lovoy, Chief Ginny Cranor, Capt. Chuck Mallett

From: Grover C. Robinson, IV, Mayor 

cc: AFSCME FL Council 79, Dan Wallace
FOP, Shawn Dockery
IAFF Local 707, Nathan Edler

Date: 12 August 2019

Re: Designation of Union Bargaining Team – City of Pensacola

For the purpose of upcoming union negotiations and Executive Session(s), I am delegating authority to represent the City of Pensacola in collective bargaining activities:

1. City of Pensacola Collective Bargaining Members

Robert Larkin, Rod Powell, Susan Woolf, Heather Lindsay, Chris Holley, Keith Wilkins, Dick Barker, Amy Lovoy, Chief Ginny Cranor, Capt. Chuck Mallett

2. City of Pensacola Negotiating Team

Robert Larkin, Rod Powell, Heather Lindsay