

# MEMORANDUM

**TO:** Mayor Grover Robinson, IV

**FROM:** Chris Holley

**DATE:** 9-9--2019

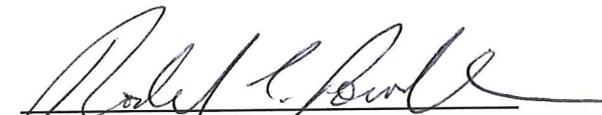
**SUBJECT:** Ratification of the MOU between IAFF and the City of Pensacola

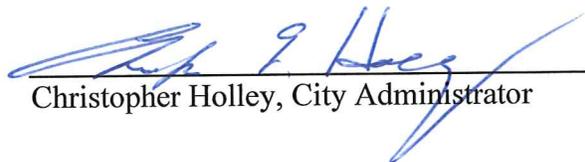
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## MEMORANDUM OF UNDERSTANDING

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 International Association of Firefighters ("IAFF"), Local 707, by and through the undersigned president of Local 707 ("the Union").

Pursuant to recommendations and concurrence by the City negotiating team, the undersigned hereby concur with the agreement in the MOU (attached) 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

9/09/19

The City and Pensacola Professional Firefighters, International Association of Firefighters, Local 707 have tentatively agreed on September 9, 2019 as follows:

Regarding Article 10, Section 3, FY 2020:

Effective October 1, 2019, each bargaining unit member shall receive an additional one-time one (1) percent pay increase to supplement the previously agreed-upon increase of three (3) percent to his or her base wage as provided in the Collective Bargaining Agreement.

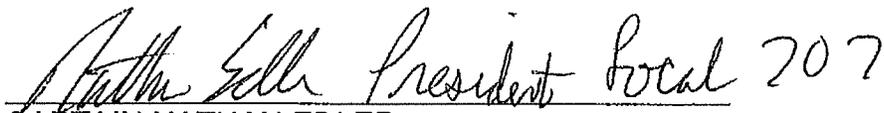
In addition to Article 10, Section 3, a proposed Section 3.1 as follows:

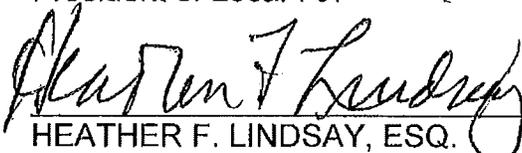
Consistent with the City's Performance Management System (CPMS), eligible employees who receive an "exceeds expectations" for the current evaluation period shall receive a two (2) percent merit increase; eligible employees who receive a "meets expectations" for the current evaluation period shall receive a one (1) percent increase; this merit pay increase is pensionable.

Further, the parties agree as follows:

- A. As to the merit increase eligibility for FY 2020, for the current evaluation period, employees who received a "meets expectations" will receive an additional review from his or her original evaluator pursuant to the current evaluation process, which review could include a revised rating.
- B. This merit pay/pay for performance system will expire on September 30, 2020 because of the date for re-opening the contract.
- C. An evaluation committee is established to collaborate with and submit to management the committee's recommendations to update and improve the evaluation tool to be used to evaluate performance during 2020 for eligibility for merit increases for FY 2021.

Tentatively agreed on September 9, 2019

  
CAPTAIN NATHAN EDLER  
President of Local 707

  
HEATHER F. LINDSAY, ESQ.  
Negotiating Team Member for the City of Pensacola