

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the "MOU") to the Collective Bargaining Agreement between the City of Delray Beach and the Service Employees International Union Florida Public Services Union, CTW, CLC on November 16, 2021 (the "Agreement") between the City of Delray Beach (the "City") and the Service Employees International Union Florida Public Services Union, CTW, CLC (the "Union") (collectively, the "Parties") is entered into on this 18 day of September, 2023.

WHEREAS, the City and the Union entered into the Agreement for the purpose of promoting a harmonious relationship between the Parties and to set forth rates of pay, wages, hours of work, and other condition of employment; and

WHEREAS, on June 13, 2023 the City Commission of the City of Delray Beach directed the City Manager to propose to the Union increasing the minimum hourly rate of pay to at least \$15.00/hour for all full-time employees represented in the Agreement; and

WHEREAS, as a result of this increase in pay, pay grades B03 and B04 referenced in Appendix A of the Agreement are no longer applicable; and

Whereas, pay grade B05 will now be assigned to each job classification currently listed as a B03 or B04 pay grade; and

WHEREAS, recognizing the resulting compression issues created by an increase in the minimum hourly rate, a 4% increase in salary is necessary and has been accounted for in this MOU.


In consideration of the mutual promises contained in this MOU, upon ratification and effective October 2, 2023, the Parties agree as follows:

1. This MOU applies to full-time employees represented in the Agreement.
2. The minimum hourly rate of pay shall be increased to \$15.32/hour, the starting salary for Grade B05.
3. Appendix "A" to the Agreement is hereby deleted in its entirety and replaced with a new Appendix "A", attached hereto and incorporated herein.
4. Full-time employees who are not at the maximum salary for their pay grade will receive a 4.00% salary increase.
5. Except as set forth in this MOU, all other terms and conditions of the Agreement remain in full force and effect.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives as of the day and year first above written.


ATTEST: CITY OF DELRAY BEACH, FLORIDA

  
Katerri Johnson, City Clerk


  
Terrence R. Moore, City Manager

  
Missie Barletto, Director, Public Works

  
Duane D'Andrea, Director, Human Resources

  
Sam Metcalf, Director, Parks and Recreation

  
Sam Walthour, Director, Neighborhood and  
Community Service

  
Hugh Dunkley, Chief Financial Officer

  
Juan Guevarez, Assistant Director, Utilities

Approved as to form and  
Legal sufficiency:

  
Lynn Gelin, City Attorney

ATTEST: SERVICE EMPLOYEES INTERNATION UNION, FLORIDA PUBLIC  
SERVICES UNION, CTW,CLC

  
Ronald LaPorte, Senior Organizer

  
Alphonso Mayfield, President