

7A85 9-10-20  
9-10-20

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF NORTH PORT AND THE  
AMERICAN FEDERATION OF STATE  
COUNTY AND MUNICIPAL EMPLOYEES  
LOCAL 3432**

The Parties to the Collective Bargaining Agreement (Term: 10/01/2017- 9/30/2020), between the City of North Port and the American Federation of State, County, and Municipal Employees, Local 3432 ("AFSCME"), executed on February 13, 2018 (the "Agreement"), do hereby agree to the following:

**1. EFFECT OF MEMORANDUM/EFFECTIVE DATE**

- A. The Parties ratify the terms and conditions of the Agreement not inconsistent with this Memorandum of Understanding, all of which are incorporated by reference as if set forth fully herein.
- B. This Memorandum of Understanding is effective as of the date the last party ratifies it (the "Effective Date").

**2. TERMS AND EXTENSION OF AGREEMENT**

- A. All portions of the Agreement remain the same with the following wage adjustments made for fiscal year 2020/2021:
  - 1) Effective October 1, 2020, the base hourly wage of all bargaining unit members shall be adjusted by 1.5% unless the member is at the maximum of their respective position's pay grade. Bargaining unit members at the maximum of their respective pay grade shall receive the 1.5% adjustment in a lump sum payment. Upon attaining a proficient or higher rating on their evaluation during the year the employee will have their salary adjusted another 1.5%. Bargaining unit members at the maximum of their respective pay grade shall receive the 1.5% adjustment in a lump sum payment.
- B. The Parties acknowledge and agree that this Memorandum of Understanding and all provisions of the Agreement, remain in full force and effect until September 30, 2021, or until a successor agreement is ratified, whichever occurs first.

*(This space intentionally left blank; signature page to follow.)*

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF NORTH PORT AND THE  
AMERICAN FEDERATION OF STATE, COUNTY, AND  
MUNICIPAL EMPLOYEES, LOCAL 3432

Approved by the American Federation of State, County, and Municipal Employees, Local 3432 on \_\_\_\_\_, 2020.

**AMERICAN FEDERATION OF STATE, COUNTY,  
AND MUNICIPAL EMPLOYEES, LOCAL 3432**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

Approved by the City Commission for the City of North Port, Florida on \_\_\_\_\_, 2020.

**CITY OF NORTH PORT, FLORIDA**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

ATTEST

APPROVED AS TO FORM  
AND CORRECTNESS

\_\_\_\_\_  
Heather Taylor, CMC  
City Clerk

\_\_\_\_\_  
Amber L. Slayton  
City Attorney