

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF COCOA
AND
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA (LIUNA)

This is an agreement between the City of Cocoa, hereinafter referred to as City, and the Laborers' International Union of North America Local 630, hereinafter referred to as LIUNA.

In accordance with Article 5.2, this agreement is intended to document the City's and LIUNA's mutual agreement to amend Article 14 Wages and Article 15 Health and Welfare of the Collective Bargaining Agreement between the City and LIUNA dated October 1, 2018 through September 30, 2021 as stated below (underlined type are additions and ~~strikeout~~ type are deletions to the CBA).

The City and LIUNA agree to the following:

Article 14 - Wages

14.1 A. The City shall provide LIUNA bargaining unit members with a three percent (3%) wage increase effective October 1 of fiscal year 2019, 2020, and 2021. Pay grade minimums and maximums will be increased by three percent at the start of Fiscal Year 2021. Bargaining unit members must be employed prior to June 1 to be eligible for a wage increase in the ensuing fiscal year unless they are being brought to the new established pay grade minimum. For Fiscal Year 2021, bargaining unit members will be brought to the new pay grade minimum or receive a three percent (3%) wage increase.

B. If an employee's wage is at the maximum for the position, the wage will be frozen at that level and the employee will receive a lump sum payment in the amount of the current wage increase. No wage increases will be permitted until or unless such employee is promoted to a higher position or the pay level is adjusted beyond the employee's current pay level.

Article 15 – Health and Welfare

15.1 The City of Cocoa shall furnish hospitalization insurance, as approved by City Council, for the employee at no premium cost. Should the employee elect to have dependent coverage, fifty percent (50%) of the cost of the premium for dependent coverage shall be borne by the City. For Fiscal Year 2020 and 2021, the City will absorb the cost of the dependent coverage increase on the health plan.

Mutually agreed to on September 10, 2020

Signed: Ronnie Burris LIUNA

Signed: [Signature] City of Cocoa