

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made by and between **Teamsters Local Union No. 769** and **Monroe County** (collectively, the "Parties") for the purpose of including covered bargaining unit employees in the County's Employee Recognition Programs. This MOU is to establish a written agreement of regarding benefits these employees will receive.

WHEREAS, section 2.15 of the Monroe County Personnel Policies and Procedural Manual currently includes two Employee Recognition programs: Employee of the Month/Year Program, and Years of Service Program; and

WHEREAS, neither of these programs was included in the Contract Between Monroe County and Teamsters Local Union No. 769 with an effective date of November 15, 2006 ("Contract"); and

WHEREAS, the Parties now wish to enter into a Memorandum of Understanding in order to make the elements of these two programs available to covered bargaining unit employees.

NOW THEREFORE, the Parties agree as follows:

1. Section 2.15 of the Monroe County Personnel Policies and Procedural Manual provides as follows:

### A - EMPLOYEE OF THE MONTH/YEAR PROGRAM

*Monroe County has established an Employee of the Month/Year Program designed to recognize employees who demonstrate superior performance and dedication to their work which is above and beyond the call of duty. (See Monroe County Administrative Instruction Series 4000.) The employee of the month shall be awarded a \$100 United States Savings Bond and an appreciation plaque. The employee of the year shall receive a 4% increase, and an appreciation plaque.*

### B - YEARS OF SERVICE PROGRAM

*Monroe County has established a program to recognize County employees who have been in the County Service for Five, Ten, Fifteen, Twenty, Twenty-five and Thirty years. Grant and part-time employees will be eligible for the years-of-service program.*

*At the employee's anniversary date, or as soon thereafter as is feasible, the Human Resources office must cause a letter to be placed in the employee's personnel file noting the years of service and must deliver the following, in a lump sum payment, to the employee:*

- a - For 5 years of service, a decorative pin and a 1% lump sum payment;*
- b - For 10 years of service, a decorative pin and a 2% lump sum payment;*
- c - For 15 years of service, a decorative pin and a 3% lump sum payment;*
- d - For 20 years of service, a decorative pin and a 4% lump sum payment;*
- e - For 25 years of service, a decorative pin and a 5% lump sum payment;*
- f - For 30 years of service, a decorative pin and a 6% lump sum payment.*

2. It is agreed that the County will provide an award program to recognize employees who have been employed by the County for five years or more, and this program shall be administered as provided in Section 2.15-B of the Personnel Policies and Procedures Manual, as amended from time to time.

3. The County also agrees to provide an award program to recognize employees with outstanding service as outlined in Section 2.15-A of the Personnel Policies and Procedures Manual, Administrative Instruction Series 4000, as amended from time to time.

4. In accordance with Article 34.3 of the Bargaining Unit Contract, the Parties agree that this change is being made without the need for having to bargain, that each party has the authority to enter into this Memorandum of Understanding on behalf of its constituents, and that this Memorandum of

Understanding is not valid or binding unless and until approved by the Board of County Commissioners of Monroe County, Florida.

5. The term of this Memorandum of Understanding shall be from November 15, 2006 through September 30, 2009. No other agreements between the parties shall be valid unless specified in writing, and in all other respects, the terms of the Contract remain in full force and effect.

This Memorandum of Understanding has been executed this 19<sup>th</sup> September day of June, 2007:

BOARD OF COUNTY COMMISSIONERS  
MONROE COUNTY, FLORIDA

TEAMSTERS LOCAL UNION NO. 769

By: Mario Di Gennaro

By: [Signature]

Mayor Mario Di Gennaro

President

Date: 9-19-07

Date: 8/16/07

Witness:

By: [Signature]

By: [Signature]

County Administrator

Business Representative

Date: 9/25/07

Date: 8-15-07

Attest:

Danny L. Kohlage, Clerk

By: Sabul C. De Santis

Date: 9-19-07

MONROE COUNTY ATTORNEY  
APPROVED AS TO FORM:

[Signature]  
SUZANNE A. HUTTON  
COUNTY ATTORNEY

Date: 8/22/07