

**BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM SUMMARY**

Meeting Date: Sept 19, 2007

Division: Employee Services

Bulk Item: Yes X No

Division: Employee Services

Staff Contact Person/Phone #: Teresa Aguiar X4458

AGENDA ITEM WORDING: Approval to enter into a Memorandum of Understanding between Monroe County and Teamsters Local Union No. 769 in order to make available the current Employee of the Month/Year and the Years of Service Award Programs to include those covered bargaining unit employees.

ITEM BACKGROUND: On August 10, 2007, a meeting was held between Monroe County and Teamsters Local Union No. 769 to discuss the current Contract Agreement and the fact that the Employee Recognition Programs were not included. It was determined that due to the language in paragraph 34.3 in the Teamsters Agreement, the County may unilaterally make a change in the terms and conditions of said agreement and therefore legally entitled to provide these programs to these covered employees.

PREVIOUS RELEVANT BOCC ACTION: The current Covered Bargaining Unit Agreement was approved by the BOCC on July 19, 2006 and became effective August 1, 2006. The contract expires September 30, 2009.

CONTRACT/AGREEMENT CHANGES: Addition of the Employee Recognition Programs to include the Employee of the Month/Year and Years of Service Award to the current contract.

STAFF RECOMMENDATIONS: Approval.

TOTAL COST: \$53,018.12 approx **BUDGETED:** Yes No X (See memo)

COST TO COUNTY: \$53,018.12 approx **SOURCE OF FUNDS:** Ad Valorum

REVENUE PRODUCING: Yes No X **AMOUNT PER MONTH** **Year**

APPROVED BY: County Atty CA OMB/Purchasing Risk Management MS

DOCUMENTATION: Included X Not Required

DISPOSITION: **AGENDA ITEM #**

MONROE COUNTY BOARD OF COUNTY COMMISSIONERS

CONTRACT SUMMARY

Contract with: Teamsters Local Union 769 Contract # _____

Effective Date: August 1, 2006

Expiration Date: September 30, 2009

Contract Purpose/Description:
To set forth terms and conditions of employment of the employees in the unit designated by the Florida Public Employees Relations Commission (PERC).

Contract Manager: Teresa Aguiar 4458 Employee Services/Stop #1
(Name) (Ext.) (Department/Stop #)

for BOCC meeting on Sept 19, 2007 Agenda Deadline: Sept 4, 2007

CONTRACT COSTS

Total Dollar Value of Contract: see attached Current Year Portion: \$ 13,809.86
Budgeted? Yes No Account Codes: **See attached**
Grant: \$ N/A
County Match: \$ N/A

ADDITIONAL COSTS

Estimated Ongoing Costs: \$ see attached For: N/A
(Not included in dollar value above) (eg. maintenance, utilities, janitorial, salaries, etc.)

CONTRACT REVIEW

	Date In	Changes Needed	Reviewer	Date Out
Division Director	<u>8/22/07</u>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<u>[Signature]</u>	<u>8-22-07</u>
Risk Management	<u>8/22/07</u>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<u>M. Slu...</u>	<u>8-22-07</u>
O.M.B./Purchasing	<u>8/23/07</u>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<u>[Signature]</u>	<u>8/24/07</u>
County Attorney	<u>8/22/07</u>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<u>[Signature]</u>	<u>8/22/07</u>

Comments: _____

Account Numbers

2007

504-23501-95% 504-23503-5% \$1,595.51
001-40501-120 \$3,479.95
102-22500-120 \$1,771.95
001-61525-120 \$233.05
001-20501-120 \$3,554.58
414-40000-120 \$3,174.82

Total \$13,809.86

2008

001-20501-120-50% 147-20503-120-50% \$241.64
147-20503-120-75% 121-71040-120-T61M323X-120-25% \$628.15
504-23501-120 \$1,130.91
147-20503-120 \$616.31
001-20501-120 \$9,416.80
102-22500-120 \$1,896.36
001-61525-120 \$647.13

Total \$14,577.30

2009

147-20503-120 \$1,396.60
414-40000-120 \$745.73
001-20501-120 \$6,698.84
147-20503-510120 \$296.02
001-20501-510120 \$300.36
101-20505-120 \$7,075.07
001-167003-120 \$267.98
414-40000-120 \$1,804.82
102-22500-120 \$2,334.90
404-63001-120 \$711.83
401-22502-120 \$1,598.26
001-61525-120 \$1,400.55

Total \$24,630.96

Grand Total for 2007, 2008 and 2009 is \$53,018.12*

***This is an approximate amount. If there is turnover within the time period (resignations, etc.) this amount will decrease.**

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 _____ day of June, 2007:

BOARD OF COUNTY COMMISSIONERS TEAMSTERS LOCAL UNION NO. 769
MONROE COUNTY, FLORIDA

By: _____

Mayor Mario Di Gennaro

Date: _____

By:  _____

President

Date: 8/16/07

Witness:

By: _____

County Administrator

Date: _____

By:  _____

Business Representative

Date: 8-15-07

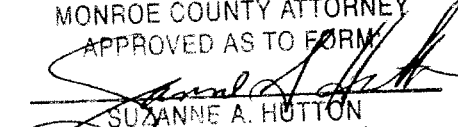
Attest:

Danny L. Kohlage, Clerk

By: _____

Date: _____

MONROE COUNTY ATTORNEY
APPROVED AS TO FORM


SUZANNE A. HUTTON
COUNTY ATTORNEY

Date 8/22/07