

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on this _____ day of _____, 2018, by and between the Public Health Trust/Miami-Dade County (hereafter "PHT"), and the Service Employees International Union, Local 1991 (hereafter "SEIU"). The PHT and SEIU shall be collectively referred to as "the Parties." The Parties agree as follows:

WHEREAS, on November 9, 2018, the Public Employees Relations Commission (hereinafter "PERC"), ordered that job classifications in appendix A will be unit clarified in the SEIU Professionals bargaining unit.

WHEREAS, SEIU and the PHT mutually agreed upon how these job classifications will be transitioned from Company 300 to the SEIU Professionals bargaining unit,

NOW THEREFORE, the parties agree as follows:

1. A new pay scale will be implemented beginning with the pay period inclusive of December 2, 2018 for the job classifications listed in appendix A. The variation between steps in the new pay scales will be 4.2%. The progression through steps and longevity steps can be found on page 70 of the SEIU Professionals contract.
2. Beginning December 2, 2018, all classifications listed in appendix A will move on to the step scales in appendix B at the rate equal to or above their current hourly rate. Employees who are currently above the maximum rate in the step scale will be red-circled at their current rate. This movement will not affect the employee's anniversary date.
3. The PACS Clinical Specialist and Sr. Knowledge Management Engineer 2 classifications will receive an on-call supplement pursuant to Memorandum of Understanding that is on page 111 of the 2017-2020 SEIU Professionals contract.
4. All the employees who hold positions in the classifications listed in appendix A will keep the Personal Leave ("PL") hours currently in their PL bank until September 30, 2019. At that time, the employee will have the option to rollover the remaining PL time or cash these hours out or, a combination of both. Beginning September 30, 2019, these employees will begin to accumulate PL hours pursuant to Article XIII, Section 1 of the SEIU Professionals contract.
5. Any holidays that are unused prior to September 30, 2019 will be converted to PL.
6. Extended illness will begin accumulating on December 2, 2018 pursuant to Article XIII, Section 2 of the SEIU Professionals contract. The long-term disability plan will discontinue immediately except for employees who are currently eligible to receive benefits under the plan. Those employees will continue to have access to the disability plan until their eligibility expires. Management agrees that they will open access to the voluntary disability plan for 30 days from December 21, 2018.

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7. The seniority date for the employees covered under this MOU will remain intact.
8. This agreement is made without precedent to any future situations, which may arise.

IN WITNESS WHEREOF, the undersigned Parties have caused this agreement to be executed by their duly authorized representatives as of the day and year written above.

Service Employees International Union,
Local 1991

Public Health Trust/Miami-Dade County

By: Walter Bala Jr

By: Michelle Keyman

Date: 12-19-18

Date: 1-3-19

Job Code	Job Title
3023	Architect Planner
2922	BH Admission Liaison
3057	Certified School Teacher
2884	Clinical Training Specialist
1366	CMH Program Supervisor
3027	Construction Coordinator
2712	Interface Analyst
3021	Manager of Rehab Quality
3038	Manager of Rehab Services
2262	Network Specialist 2
2995	Obstetrics Navigator
1689	PACS Clinical Specialist
1756	PACS Informatics Specialist
3152	Population Health Specialist
1127	Project Management Coordinator
1727	Project Manager
2569	Rehab Intake Coord
3089	Rehab Navigator
2818	SFAN Quality Assurance Coord
1269	Social Work Supervisor, MSW
2185	Sr. Knowledge Mgmt Engineer 2
2297	Transplant Program Liaison
2881	Transplant Social Work Supervisor

APPENDIX B

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
3023 Architect Planner	35.5600	37.0555	38.6098	40.2314	41.9211	43.6818	45.5164	47.4281	49.4201	51.4957	53.6586	55.9122
2922 BH Admission Liaison	29.0288	30.2480	31.5184	32.8422	34.2216	35.6589	37.1566	38.7171	40.3432	42.0377	43.8032	45.6430
3057 Certified School Teacher	19.9542	20.7922	21.6655	22.5755	23.5236	24.5116	25.5411	26.6138	27.7316	28.8963	30.1100	31.3746
2884 Clinical Training Specialist	25.2677	26.3289	27.4348	28.5870	29.7877	31.0388	32.3424	33.7008	35.1162	36.5911	38.1279	39.7293
1366 CMH Program Supervisor	22.7439	23.6991	24.6945	25.7317	26.8124	27.9385	29.1119	30.3346	31.6087	32.9365	34.3196	35.7610
3027 Construction Coordinator	24.2544	25.2731	26.3346	27.4406	28.5931	29.7940	31.0454	32.3493	33.7080	35.1237	36.5989	38.1361
2712 Interface Analyst	25.0751	26.1283	27.2256	28.3691	29.5606	30.8022	32.0959	33.4439	34.8485	36.3122	37.8373	39.4264
3021 Manager of Rehab Quality	32.1517	33.5020	34.9091	36.3753	37.9031	39.4950	41.1538	42.8823	44.6853	46.5600	48.5155	50.5532
3058 Manager of Rehab Services	39.9287	41.6057	43.3531	45.1739	47.0712	49.0482	51.1083	53.2548	55.4915	57.8221	60.2507	62.7812
2262 Network Specialist 2	23.1441	24.1161	25.1290	26.1844	27.2841	28.4301	29.6241	30.8664	32.1643	33.5158	34.9234	36.3902
2995 Obstetrics Navigator	25.0751	26.1283	27.2256	28.3691	29.5606	30.8022	32.0959	33.4439	34.8485	36.3122	37.8373	39.4264
1689 PACS Clinical Specialist	28.1517	29.3133	30.5444	31.8273	33.1640	34.5569	36.0083	37.5207	39.0965	40.7386	42.4496	44.2325
1756 PACS Informatics Specialist	21.6608	22.5706	23.5185	24.5083	25.5356	26.6081	27.7256	28.8901	30.1034	31.3678	32.6852	34.0580
3152 Population Health Specialist	19.6470	20.4722	21.3320	22.2279	23.1615	24.1343	25.1479	26.2042	27.3047	28.4515	29.6465	30.8917
1127 Project Management Coordinator	30.0483	31.3103	32.6254	33.9956	35.4234	36.9112	38.4615	40.0769	41.7601	43.5140	45.3416	47.2460
1727 Project Manager	31.4977	32.8206	34.1991	35.6354	37.1321	38.6916	40.3167	42.0100	43.7744	45.6129	47.5287	49.5249
2569 Rehab Intake Coord	27.6453	28.8064	30.0163	31.2770	32.5906	33.9594	35.3857	36.8719	38.4205	40.0342	41.7156	43.4677
3089 Rehab Navigator	19.6470	20.4722	21.3320	22.2279	23.1615	24.1343	25.1479	26.2042	27.3047	28.4515	29.6465	30.8917
2818 SFAN Quality Assurance Coord	22.7439	23.6991	24.6945	25.7317	26.8124	27.9385	29.1119	30.3346	31.6087	32.9363	34.3196	35.7610

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2269 Social Work Supervisor, MSW	28,0775	29,2568	30,4855	31,7659	33,1001	34,4903	35,9389	37,4483	39,0212	40,6601	42,3678	44,1472
2185 Sr. Knowledge Mgmt Engineer 2	30,4636	31,7431	33,0763	34,4655	35,9131	37,4214	38,9931	40,6308	42,3373	44,1155	45,9683	47,8990
2297 Transplant Program Liaison	32,5937	33,9626	35,3891	36,8754	38,4242	40,0380	41,7196	43,4718	45,2976	47,2001	49,1825	51,2482
2881 Transplant Social Work Supervisor	28,0775	29,2568	30,4855	31,7659	33,1001	34,4903	35,9389	37,4483	39,0212	40,6601	42,3678	44,1472

