

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LAUDERHILL,  
FLORIDA AND THE METRO BROWARD PROFESSIONAL FIRE FIGHTERS,  
LOCAL 3080, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

This Memorandum of Understanding (“MOU”) is entered into this \_\_\_\_ day of \_\_\_\_\_ 2019, by and between the City of Lauderhill, Florida (the “City”) and the Metro Broward Professional Fire Fighters, Local 3080, International Association of Fire Fighters (“Union”) (collectively referred to as the “Parties”).

**WHEREAS**, the Parties entered into a Collective Bargaining Agreement for the period of October 1, 2018 to September 30, 2021 (“CBA”), which sets forth the terms and conditions of employment of the City’s firefighters, driver engineers, fire lieutenants, fire captains and battalion chiefs (the “bargaining unit members”);

**WHEREAS**, Article 31 and Appendix B of the CBA collectively constitute the Parties’ agreement with respect to wages, with the latter providing for a seven (7) step pay plan for the bargaining unit members;

**WHEREAS**, due to a scrivener’s error, the Parties’ collectively bargained eight (8) step pay plan is not accurately reflected in Appendix B;

**WHEREAS**, the Parties wish to modify Appendix B of the CBA such that bargaining unit members’ wages will be governed by an eight (8) step pay plan; and

**WHEREAS**, the Parties recognize that this Memorandum of Understanding only modifies Appendix B of the CBA and does not modify any other Article contained in the CBA.

**NOW, THEREFORE**, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.
2. Appendix B of the CBA is amended as follows:<sup>1</sup>

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<sup>1</sup> Proposed additions to the CBA are indicated by underline.

**APPENDIX B  
SALARY SCHEDULES**

**FY 2019**

<b>Position</b>	<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>	<b>6th Year</b>	<b>7th Year</b>	<b>8<sup>th</sup> Year</b>
<b>Firefighter/EMT</b>	57,660	<del>61,120</del> <u>60,544</u>	<del>64,787</del> <u>63,570</u>	<del>68,674</del> <u>66,749</u>	<del>72,795</del> <u>70,086</u>	<del>77,162</del> <u>73,592</u>	<del>81,134</del> <u>77,271</u>	<u>81,134</u>
<b>Firefighter/Med</b>	<del>63,427</del> <u>63,428</u>	66,600	69,929	73,426	<del>77,098</del> <u>77,097</u>	<del>84,999</del> <u>80,952</u>	<del>89,250</del> <u>84,999</u>	<u>89,249</u>
<b>Driver Engineer</b>			<del>77,097</del>	<del>80,951</del> <u>77,096</u>	<del>84,998</del> <u>80,951</u>	<del>89,248</del> <u>84,998</u>	<del>93,710</del> <u>89,248</u>	<u>93,710</u>
<b>Lieutenant</b>					<del>95,493</del>	<del>100,268</del> <u>95,493</u>	<del>105,281</del> <u>100,269</u>	<u>105,285</u>
<b>Captain</b>					<del>102,179</del>	<del>107,287</del> <u>102,179</u>	<del>112,652</del> <u>107,288</u>	<u>112,652</u>
<b>Battalion Chief</b>							124,154	

3. The Parties have had the opportunity to consult with legal counsel of their choosing.
4. This MOU shall become effective upon ratification by the bargaining unit members represented by the Union and by the City Commission, whichever occurs later. In the event that this MOU is not fully ratified for any reason, it shall have no force or effect upon either party.
5. Other than as specifically set forth herein, this MOU does not modify any terms and conditions of employment of the bargaining unit members represented by the Union.
6. The Parties signify their tentative agreement with this Memorandum of Understanding by affixing their signatures below.

**METRO BROWARD PROFESSIONAL  
FIRE FIGHTERS, LOCAL 3080,  
INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS**

**CITY OF LAUDERHILL, FLORIDA**

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_