

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made and entered this 5th day of September, 2019 by and between the City of Sarasota, Florida (hereinafter referred to as “Employer” or “City”) and The Citrus, Cannery, Food Processing and Allied Workers, Drivers, Warehouseman & Helpers, Local Union #173 (hereinafter referred to as the “Teamsters” or “Union”) representing the bargaining unit of employees in specified job classifications who work for the City of Sarasota. The Employer and the Teamsters are collectively referred to herein as the “Parties”.

WITNESSETH:

WHEREAS, the Employer and the Teamsters are presently negotiating a collective bargaining agreement (“CBA”) in regard to the relevant bargaining unit; and

WHEREAS, during negotiations on January 24, 2019, the Teamsters verbally proposed to the Employer that the City’s Teamster employees participate in the Florida Retirement System (FRS). and

WHEREAS, the City is responding to the Teamster’s proposal and is undergoing the process of analyzing the costs and benefits of participating in the Florida Retirement System (FRS); and

WHEREAS, the Parties acknowledge that transitioning to FRS is a complex multi-step process set forth in state laws and regulations, including, but not limited to, Fla. Stat. S. 121.051(2)(b) and Florida Administrative Code Rule 60S-1.007, which requires the City to adopt an ordinance agreeing to the terms and conditions of participation in FRS; and

WHEREAS, the City intends to comply with the process set forth in the Fla. Stat. S. 121.051(2)(b) and Florida Administrative Code Rule 60S-1.007 and to propose an ordinance for approval by the City Commission; and

WHEREAS, if the City becomes an FRS Employer, employees who are members of the Teamster bargaining unit will individually elect through ballots prepared by the Florida Department of Management Services, Division of Retirement, to either join FRS or remain in the City’s benefit plans (if they are now members of those plans); and

WHEREAS, Employee and employer contributions are set by the Florida Legislature and public employees currently contribute 3% of their pay annually to FRS in exchange for membership in the state plan.

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, the Parties, intending to be legally bound, agree as follows:

1. The above recitals are incorporated as if fully set forth herein.

2. The Teamsters and the City agree that extending FRS benefits to Teamster employees is contingent upon the Teamsters and the City approving the Collective Bargaining Agreement (CBA) dated 10/1/2019 to 9/30/2022. Should either Party fail to approve the CBA, the City will not be legally bound to extend FRS to Teamsters employees pursuant to this MOU. If both parties approve the CBA, the City agrees to extend FRS benefits to Teamster employees, contingent upon the State's approval of the City's participation in FRS.

3. The Parties agree that, should the City agree to participate in FRS and the Parties ratify the CBA, the Employer will in good faith endeavor to become an FRS employer by 12/1/2021. The City may extend that date if the State process requires additional time.

FOR THE CITY OF SARASOTA



Signature



Print Name

FOR TEAMSTERS



Signature



Print Name