

Memorandum of Understanding-Draft

City of Largo

and

**Communications Workers of America (CWA)
Local 3179**

The collective bargaining agreement between the City of Largo and the CWA for the period of October 1, 2016-September 30, 2019 is hereby amended as follows:

Article 18-Wages Section 14

Construction Inspectors can't obtain the following credentials during their employment as a Construction Inspector and must have already acquired these preferred certifications before accepting the position of Construction Inspector. In recognition of these credentials, the incentive pay noted for each of them will be attached to base pay when the Construction Inspectors commence employment. The credentials are:

FWPCOA Inspection and Field Operations Certification 2%
FWPCOA Operation and Maintenance of Wastewater Collections Systems Certification 3%
FWPCOA Reclaimed Water Distribution Certification (B & A each) 2%
FWPCOA Stormwater Technician (B & A each) 3%

Remaining as possible incentives due to the ability to acquire them while serving as a Construction Inspector are:

Florida Stormwater Association Level I 3%
Florida Stormwater, Erosion and Sedimentation Control Inspector Certification 2%

CDL Incentives will not be transferring into this position as there is no operational need for this credential.

For the City of Largo:



Susan K. H. Sinz, Human Resources Director/Chief Negotiator

For CWA Local 3179:



Ron Rice, President 12/27/17