

AMENDMENT FOR CLARIFICATION
OF
MEMORANDUM OF UNDERSTANDING

Between

ALACHUA COUNTY LIBRARY DISTRICT GOVERNING BOARD ("DISTRICT")

And

COMMUNICATIONS WORKERS OF AMERICA LOCAL #3170 ("UNION")

October 1, 2016 - September 30, 2019

Fiscal Year 2018

This document is amending the MOU entered into on October 16, 2018. The District and the Union agree to the following revisions to Article 23, Wages.

ARTICLE 23 - WAGES

23.1 Effective the first pay period commencing on or after October 1, 2018, eligible employees covered by this Agreement will receive "Pay for Performance" increases in the following amounts based on the ratings received on their fiscal year 2018 performance review:

Seven hundred and fifty dollars (\$750) Outstanding

Three hundred and fifty dollars (\$350) Exceeds

The "Pay for Performance" lump sum increase will be added to employee base annual salary on the employee's anniversary date.

23.2 Effective the first pay period commencing on or after October 1, 2018, employees covered by this Agreement will receive a three percent (3%) across the board increase.

This is a onetime increase for Fiscal Year 2018 and after such, no promise of any future increase is made. The minimum and maximum amounts of the pay ranges assigned to each classification listed on Attachment "A" will remain the same.

IN WITNESS WHEREOF, the parties hereunto set their hands this 12th day of February, 2019.


Alachua County Library District


Shaney T. Livingston
Library Director


Heather Akpan
Human Resources Director

Communication Workers of America, AFL-CIO


Officer CWA Local #3170


CWA District Representative