

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF MARGATE AND  
FEDERATION OF PUBLIC EMPLOYEES**

This Memorandum of Understanding is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025 by and between the City of Margate (the “City”) and the Federation of Public Employees, AFL-CIO (the “Union”). The City and the Union are collectively referred to as the “Parties.”

**WHEREAS**, the Union serves as the exclusive bargaining agent for certain operational services employees as defined in Florida Public Employees Relations Commission Certification number 243; and

**WHEREAS**, the terms and conditions of employment for the employees defined in Certification number 243 are governed by a Collective Bargaining Agreement covering the period October 1, 2023 through September 30, 2026 (the “CBA”); and

**WHEREAS**, Article 4, “Wages”, of the CBA contains the Parties’ agreement with respect to wages; and

**WHEREAS**, there is a compelling interest in maintaining competitive wages for employee recruitment and retention; and

**WHEREAS**, a review of employee wages indicated that certain wages should be adjusted to maintain competitiveness.

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

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. Article 4, “Wages” of the Agreement is amended as follows<sup>1</sup>:  
Section 1.C: ~~Effective October 1, 2025, a member shall receive a step pay base salary increase as provided for by the current pay plan. Such pay plan shall be increased by 3.0% effective October 1, 2025. To determine their fiscal year 2026 step, bargaining unit members will first be slotted into the next highest salary of the Pay Study from their current rate of pay, regardless of actual step placement from date of hire. Effective October 1, 2025, members’ fiscal year 2026 step shall be a three percent (3%) increase from their initial placement in the Pay Study.~~  
Pay plans and pay ranges referenced in this Article shall be attached to this Agreement and labeled separately. The Pay Study is attached hereto as Attachment A.

Section 1.D: The parties agree that the duration of the pay plan for employees hired after January 20, 2021 shall be based on fifteen (15) years from either the date of

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<sup>1</sup> Additions to existing text are shown by underline; deletions are shown by ~~striketrough~~.

hire or the promotion date of the employee. To determine their fiscal year 2026 step, bargaining unit members will first be slotted into the next highest salary of the Pay Study from their current rate of pay, regardless of actual step placement from date of hire. Effective October 1, 2025, members' fiscal year 2026 step shall be a three percent (3%) increase from their initial placement in the Pay Study.

3. The Parties agree that the Pay Plans attached hereto as Attachment B shall replace the Job Classifications/Salary Ranges for Fiscal Year 2026 contained in the collective bargaining agreement.
4. The Parties have had the opportunity to consult with legal counsel of their choosing prior to executing this MOU.
5. The Parties recognize that this MOU only modifies Articles 4.1 and corresponding Pay Plan, of the Agreement and does not modify any other Article or subsection therein contained in the Agreement.
6. This MOU shall become effective upon ratification by the bargaining unit and thereafter by the City Commission. In the event that this MOU is not fully ratified for any reason, it shall have no force or effect upon either party.
7. The Parties agree that this MOU represents the Parties' entire agreement with regards to this subject matter, and that it cannot be amended or modified without the expressed written consent of the Parties.

**FEDERATION OF PUBLIC EMPLOYEES**

**CITY OF MARGATE**

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

Daniel Reynolds, FPE President

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

Cale Curtis, City Manager

Date: \_\_\_\_\_

Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Jennifer M. Johnson, City Clerk  
APPROVED AS TO FORM AND LEGAL  
SUFFICIENCY:

\_\_\_\_\_  
David N. Tolces, City Attorney

**EXHIBIT A  
PAY STUDY 2025**

City of Margate  
**FPE CLASSIFICATION LIST**  
Fiscal Year 2025  
(Pay Study)

<b>GRADE</b>	<b>TITLE</b>	<b>ANNUAL MIN</b>	<b>ANNUAL MAX</b>
5	City Receptionist Custodian	\$35,130	\$52,695
7	Maintenance Worker I Maintenance Worker I - Public Works Service Worker I	\$38,680	\$58,020
8	Permit Specialist I Office Specialist I	\$40,455	\$60,683
9	Fleet Support Specialist Meter Technician Office Specialist II Service Worker II	\$42,230	\$63,345
10	Account Clerk I Canal Maintenance Tech I Inventory Control Specialist Permit Specialist II Utility Service Representative Utility Technician	\$44,003	\$66,005
11	Community Service Aide I Equipment Operator I Utility Technician-L3	\$45,778	\$68,668
12	Community Service Aide II Irrigation Mechanic Utility Technician-L2 Permit Specialist III Treatment Plant Operator Trainee	\$47,552	\$71,327
13	Asphalt Specialist Canal Maintenance Tech II Carpenter Maintenance Specialist Utility Technician-L1	\$49,327	\$73,990
14	Account Clerk III Court Liaison Coordinator Mechanic I Telecommunication Specialist Treatment Plant Operator-C Utility Mechanic I	\$51,102	\$76,653

	Utility Technician-Lead		
15	Animal Control Officer Code Compliance Officer I Crime Analyst Equipment Mechanic/Welder Property and Evidence Technician HVAC Specialist	\$52,877	\$79,315
16	Treatment Plant Operator-B Mechanic II Utility Mechanic II	\$54,650	\$81,975
17	Code Compliance Officer II Crime Scene Technician Division Leader Laboratory Technician Mechanic III Stormwater Foreman	\$56,425	\$84,638
18	Chief Utility Mechanic Treatment Plant Operator I (Dual "C") Treatment Plant Operator-A Victim Advocate Maintenance Supervisor	\$58,200	\$87,300
19	Division Leader - Dist/Coll Business Development Coordinator Electrical Instrumentation Tech I Lead Treatment Plant Operator	\$59,975	\$89,963
20	Engineering Inspector I Code Enforcement Officer III	\$63,604	\$95,405
21	CADD Technician/Utility Locator	\$65,432	\$98,148
23	Electrical Instrumentation Tech II	\$69,086	\$103,630
25	Chief Chemist Fleet Supervisor	\$72,741	\$109,111
28	Plans Examiner/Inspector (Any Discipline)	\$78,224	\$117,935
31	Chief Inspector - Electrical Chief Inspector - Mechanical Chief Inspector - Plumbing Chief Inspector - Structural/Bldg Electrician II	\$83,709	\$125,564

**EXHIBIT B**  
**FISCAL YEAR 2026 PAY PLAN**

City of Margate  
**FPE CLASSIFICATION LIST**  
Fiscal Year 2026

<b>GRADE</b>	<b>TITLE</b>	<b>ANNUAL MIN</b>	<b>ANNUAL MAX</b>
5	City Receptionist Custodian	\$36,184	\$54,276
7	Maintenance Worker I Maintenance Worker I - Public Works Service Worker I	\$39,840	\$59,760
8	Permit Specialist I Office Specialist I	\$41,669	\$62,503
9	Fleet Support Specialist Meter Technician Office Specialist II Service Worker II	\$43,497	\$65,245
10	Account Clerk I Canal Maintenance Tech I Inventory Control Specialist Permit Specialist II Utility Service Representative Utility Technician	\$45,323	\$67,985
11	Community Service Aide I Equipment Operator I Utility Technician-L3	\$47,151	\$70,727
12	Community Service Aide II Irrigation Mechanic Utility Technician-L2 Permit Specialist III Treatment Plant Operator Trainee	\$48,979	\$73,467
13	Asphalt Specialist Canal Maintenance Tech II Carpenter Maintenance Specialist Utility Technician-L1	\$50,807	\$76,209
14	Account Clerk III Court Liaison Coordinator Mechanic I Telecommunication Specialist Treatment Plant Operator-C	\$52,635	\$78,952

	Utility Mechanic I Utility Technician-Lead		
15	Animal Control Officer Code Compliance Officer I Crime Analyst Equipment Mechanic/Welder Property and Evidence Technician HVAC Specialist	\$54,463	\$81,695
16	Treatment Plant Operator-B Mechanic II Utility Mechanic II	\$56,290	\$84,435
17	Code Compliance Officer II Crime Scene Technician Division Leader Laboratory Technician Mechanic III Stormwater Foreman	\$58,118	\$87,177
18	Chief Utility Mechanic Treatment Plant Operator I (Dual "C") Treatment Plant Operator-A Victim Advocate Maintenance Supervisor	\$59,946	\$89,819
19	Division Leader - Dist/Coll Business Development Coordinator Electrical Instrumentation Tech I Lead Treatment Plant Operator	\$61,774	\$92,662
20	Engineering Inspector I Code Enforcement Officer III	\$63,604	\$95,404
21	CADD Technician/Utility Locator	\$65,432	\$98,148
23	Electrical Instrumentation Tech II	\$69,086	\$103,630
25	Chief Chemist Fleet Supervisor	\$72,741	\$109,111
28	Plans Examiner/Inspector (Any Discipline)	\$78,224	\$117,335
31	Chief Inspector - Electrical Chief Inspector - Mechanical Chief Inspector - Plumbing Chief Inspector - Structural/Bldg Electrician II	\$83,709	\$125,564