

# **MEMORANDUM OF UNDERSTANDING (MOU)**

Between

**The City of Marshall**

and

**American Federation of State, County, and Municipal Employees, Council No. 65**

This is an agreement between the City of Marshall hereinafter called the "CITY" and American Federation of State, County, and Municipal Employees, Council No. 65 hereinafter called the "UNION."

## **I. PURPOSE & SCOPE**

The purpose of this MOU is to aid in the efficient administration of general wage increases by identifying implementation dates applicable to Appendix A (Wage Schedules) of the 2019-2021 Labor Agreement.

## **II. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:**

The UNION and the CITY ratified an Agreement on February 12, 2019 providing wage schedules effective on the following dates: January 1, 2019 – December 31, 2019 and January 1, 2020 – December 31, 2020, and January 1, 2021 – December 31, 2021.

To aid in the efficient administration of the general wage increases, the UNION and the CITY agree that the pay rates established in the aforementioned Agreement will be compensated on the following schedule:

January 1, 2019 – December 31, 2019 schedule to be implemented on December 24, 2018.

January 1, 2020 – December 31, 2020 schedule to be implemented on December 23, 2019.

January 1, 2021 – December 31, 2021 schedule to be implemented on December 21, 2020.

## **III. EFFECTIVE DATE AND SIGNATURE**

This MOU shall be effective as of December 24, 2018 and shall remain in full force and effect until December 31, 2021. In witness whereof, the parties hereto have executed this Agreement on the latest date affixed to the signatures hereto.

City of Marshall

American Federation of State, County and  
Municipal Employees, Council No. 65

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Business Agent

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Union Steward

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

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