MEMORANDUM OF UNDERSTANDING

Between

HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES

And

SERVICE EMPLOYEES INTERNATIONAL UNION, FLORIDA PUBLIC SERVICES UNION

This Memorandum of Understanding is entered into by and between Hillsborough Community College District Board of Trustees and Service Employees International Union, Florida Public Services Union.

Pursuant to Section 13.4 of the Agreement dated July 1, 2008 and expiring on June 30, 2011, the parties entered into good faith collective bargaining negotiations for the purposes of negotiating wage increases for the third year of the agreement, fiscal year 2010-2011. After proceeding to impasse on the wage increases, the matter was submitted to a Special Magistrate pursuant to the requirements of the Public Employee Relations Act. After the issuance of the recommended order by the Special Magistrate, both the College and SEIU agreed to accept the recommendations set forth in the Special Magistrate's Recommended Order. As a result, the parties have agreed to the following.

1. All regular employees who are included in the classifications listed in Appendices A-C and who were employed with the College as of June 30, 2010, will receive a 2.5% across the board wage increase for the 2010-2011 fiscal year. Payment of this wage increase will be made retroactive to July 1, 2010, to those employees on the payroll of the College as of June 30, 2010. Employees hired after June 30, 2010 will receive a 1.25% increase after they successfully complete the probationary period, consistent with the adjustment in the pay range.

2. The minimum of the pay ranges will be increased by 1.25% and the maximum of the pay ranges will be increased by 2.5%.

3. If the employee is at or above the maximum for the pay grade, or as a result of the 2.5% increase would be above the maximum, the employee will receive a lump sum payment of up to 2.5% so that the total increase in the base rate and lump sum payment equals 2.5%. The lump sum payment will be calculated based on the employee's gross earnings for the 2009 calendar year.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives.

HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES

By: Mark E. Levitt
    Attorney for H.C.C.

Date: 7/16/11

SERVICE EMPLOYEES INTERNATIONAL UNION, FLORIDA PUBLIC SERVICES UNION

By: Richard Smith
    Chief Negotiator, SEIU, FPSU

Date: 6/23/11