



*City of Naples*

HUMAN RESOURCES

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
CITY OF NAPLES AND  
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA,  
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION,  
LOCAL 100, AFL-CIO**

Memorandum of Understanding (MOU) between City of Naples (City) and Government Supervisors Association of Florida, Office and Professional Employees International Union (GSAF), Local 100, AFL-CIO:

*As agreed to during collective bargaining for the contract period October 1, 2006 through September 30, 2009, the GSAF and the City mutually agree to reclassify the position of Technical Writing Specialist within the GSAF bargaining unit from Pay Grade (8) to Pay Grade (12). Current employees in this position will receive a 10% salary adjustment or movement to the minimum of the new pay range, whichever is greater.*

This MOU is solely limited to the changes indicated above. Both parties will honor this MOU and do hereby waive any action and any defense that defeats compliance with the terms herein.

My signature below, as an official representative of the Union, indicates that the reclassification of the Technical Writing Specialist as outlined herein and discussed during negotiations were communicated to and subsequently ratified by a majority of eligible employees.

This MOU is effective upon City Council approval.

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Government Supervisors Assoc. of FL  
O.P.E.I.U., Local 100, AFL-CIO

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Dr. Robert E. Lee, City Manager  
City of Naples

*November 6, 2006*

*Ethics above all else... Service to others before self... Quality in all that we do.*