

MEMORANDUM OF UNDERSTANDING (“MOU”)
BETWEEN
POLK COUNTY BOARD OF COUNTY COMMISSIONERS
AND
FEDERATION OF PUBLIC EMPLOYEES, a Division of the National Federation of Public and Private
Employees (AFL-CIO)

WHEREAS, Polk County Board of County Commissioners (“County”) and the Federation of Public Employees (“FOPE”) have entered into an agreement dated October 20, 2023 and signed by the County Manager and the Business Representative of FOPE on October 20, 2023 (“Agreement”); and

WHEREAS, Article XXIII provides for pay increases for the bargaining unit employees; and

WHEREAS, it was the intent of the Agreement that such pay increases would begin the pay period beginning October 16, 2023.

NOW THEREFORE, The County and FOPE, for and in consideration of mutual benefits to be received by both parties, hereby agree as follows:

Section 1: The pay increases provided in the Agreement shall begin the pay period beginning October 16, 2023.

Section 2: The preparation of this MOU has been a joint effort of the parties, and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the parties than the other.

Section 3: Except as clarified by this MOU, the provisions of the remaining provisions of the Agreement shall remain in full force.

IN WITNESS WHEREOF, the parties hereto have caused the execution of this MOU by their duly authorized officers.

Federation of Public Employees, a Division
of the National Federation of Public and
Private Employees

Board of County Commissioners
Polk County, Florida

By: _____
Business Representative Date

By: _____
County Manager Date

By: _____
Chair Date