

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF CAPE CORAL
AND INTERNATIONAL UNION OF PAINTERS AND ALLIED
TRADES, AFL-CIO, LOCAL 2301
(Representing the “White Collar” Unit and “Supervisory” Unit)

This Memorandum of Understanding (“MOU”) is made and entered into this 4th day of June 2025, International Union of Painters and Allied Trades, AFL-CIO, Local 2301 (hereinafter referred to as “Union”), and the City of Cape Coral, Florida (hereinafter referred to as “City”).

WHEREAS, the City and Union are parties to a Collective Bargaining Agreement (“CBA”), which represents the “White Collar” Unit and “Supervisory” Unit, and has a term that commences on October 1, 2024, and terminates on September 30, 2026; and

WHEREAS, it is the desire of the City and the Union to provide competitive wages in order to recruit and retain capable employees; and

WHEREAS, it is the desire of the City and the Union to amend the terms of Subsection (A) of Section 2 of Article 10, to appropriately compensate Telecommunication employees of the Union; and

WHEREAS, the City’s Telecommunicators are essential for the public safety, health, and well-being of the Cape Coral residents, and the City recognizes their dedication and sacrifices associated with their profession; and

WHEREAS, the Mayor and City Council acknowledge that equitable pay is essential and vital for attracting and retaining skilled Telecommunication professionals in these critical shortage public safety positions, thereby enhancing the overall effectiveness of emergency response efforts;

NOW, THEREFORE, the City and Union agree that Subsection (A) of Section 2 of Article 10 of the “White Collar” Unit and “Supervisory” Unit is amended as follows:

“Supervisory” Unit:

A. Pay

Increases within pay range or lump sum payments shall only take place if employee has achieved a minimum overall “operational standard” rating on their annual performance evaluation. The most current evaluation in the employee’s personnel file shall be utilized.

Fiscal Year 2025

Effective January 4, 2025, the General Employee step plan shall be adjusted upward by 10 percent (10%), as identified in and limited to Exhibit A and all employees may advance one step within their pay range provided it does not exceed the maximum step in their pay range. Employees who do not receive a step advancement because they are at the maximum step in their pay range shall

receive a one-time lump sum amount equal to three point twenty-five percent (3.25%) of their base pay; this payment shall be made within six (6) weeks from contract ratification.

Effective upon ratification of this Memorandum of Understanding, the Telecommunicator Shift Supervisor and Police Communications Training Coordinator classifications shall be reallocated to the General Employee Step Plan, as identified in Exhibit C, pursuant to Subsection B of Section 2 of this Article. As part of this reallocation, the critical skills as outlined in Section 11 of this Article has been included into (i.e., built into) the General Employee Step Plan identified in Exhibit C. As such, the Telecommunicator Shift Supervisor and Police Communications Training Coordinator classifications shall no longer be eligible for the critical skills as outlined in Section 11 of this Article.

Fiscal Year 2026

Effective October 11, 2025, the General Employee step plans shall be adjusted upward by four percent (4%), as identified in Exhibits B and D, and all employees may advance one step within their pay range provided it does not exceed the maximum step in their pay range. Employees who do not receive a step advancement because they are at the maximum step in their pay range shall receive a one-time lump sum amount equal to three point twenty-five percent (3.25%) of their base pay; this payment shall be made by the end of December.

GENERAL EMPLOYEE STEP PLAN																	Exhibit C
≈ 3.25% Change in Each Step																	
			STEP														
GRADE		% Diff between Grades	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TC1	Telecommunicator I (911 Operator)		24.08	24.86	25.67	26.50	27.36	28.25	29.17	30.12	31.10	32.11	33.15	34.23	35.34	36.49	37.68
TC2	Telecommunicator II (Telecommunicator)	10.26%	26.55	27.41	28.30	29.22	30.17	31.15	32.16	33.21	34.29	35.40	36.55	37.74	38.97	40.24	41.55
TC3	Telecommunicator III (Lead Telecommunicator)	10.24%	29.27	30.22	31.20	32.21	33.26	34.34	35.46	36.61	37.80	39.03	40.30	41.61	42.96	44.36	45.80
TC4	Telecommunicator Shift Supervisor, Police Communications Training Coordinator	15.78%	33.89	34.99	36.13	37.30	38.51	39.76	41.05	42.38	43.76	45.18	46.65	48.17	49.74	51.36	53.03
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

GENERAL EMPLOYEE STEP PLAN																	Exhibit D
≈ 3.25% Change in Each Step																	
			STEP														
GRADE		% Diff between Grades	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TC1	Telecommunicator I (911 Operator)		25.04	25.85	26.70	27.56	28.45	29.38	30.34	31.32	32.34	33.39	34.48	35.60	36.75	37.95	39.19
TC2	Telecommunicator II (Telecommunicator)	10.26%	27.61	28.51	29.43	30.39	31.38	32.40	33.45	34.54	35.66	36.82	38.01	39.25	40.53	41.85	43.21
TC3	Telecommunicator III (Lead Telecommunicator)	10.25%	30.44	31.43	32.45	33.50	34.59	35.71	36.88	38.07	39.31	40.59	41.91	43.27	44.68	46.13	47.63
TC4	Telecommunicator Shift Supervisor, Police Communications Training Coordinator	15.80%	35.25	36.39	37.58	38.79	40.05	41.35	42.69	44.08	45.51	46.99	48.52	50.10	51.73	53.41	55.15
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

A. Pay

Increases within pay range or lump sum payments shall only take place if employee has achieved a minimum overall "operational standard" rating on their annual performance evaluation. The most current evaluation in the employee's personnel file shall be utilized.

Effective January 4, 2025, the General Employee step plan shall be adjusted upward by 10 percent (10%), as identified in and limited to Exhibits A and B. All employees may advance one step within their pay range provided it does not exceed the maximum step in their pay range. Employees who do not receive a step advancement because they are at the maximum step in their pay range shall receive a one-time lump sum amount equal to three point twenty-five percent (3.25%) of their base pay; this payment shall be made within six (6) weeks from contract ratification.

Effective upon ratification of this Memorandum of Understanding, the Telecommunicator I, II, and III classifications shall be reallocated to the General Employee Step Plan, as identified in Exhibit E, pursuant to Subsection B of Section 2 of this Article. As part of this reallocation, the critical skills as outlined in Section 11 of this Article has been included into (i.e., built into) the General Employee Step Plan identified in Exhibit E. As such, the Telecommunicator I, II, and III classifications shall no longer be eligible for the critical skills as outlined in Section 11 of this Article.

Effective October 11, 2025, the General Employee step plan shall be adjusted upward by four percent (4.00%), as identified in Exhibits C, D and F, and all employees may advance one step within their pay range provided it does not exceed the maximum step in their pay range. Employees who do not receive a step advancement because they are at the maximum step in their pay range shall receive a one-time lump sum amount equal to three point twenty-five percent (3.25%) of their base pay; this payment shall be made by the end of December.

GENERAL EMPLOYEE STEP PLAN																	Exhibit E
≈ 3.25% Change in Each Step																	
			STEP														
GRADE		% Diff between Grades	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TC1	Telecommunicator I (911 Operator)		24.08	24.86	25.67	26.50	27.36	28.25	29.17	30.12	31.10	32.11	33.15	34.23	35.34	36.49	37.68
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			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

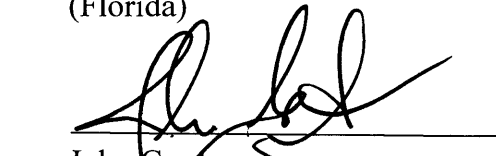
GENERAL EMPLOYEE STEP PLAN																	Exhibit F
≈ 3.25% Change in Each Step																	
			STEP														
GRADE		% Diff between Grades	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

IN WITNESS WHEREOF, the parties have caused their names to be subscribed hereto by their duly authorized officers or representatives this 4th day of June 2025.

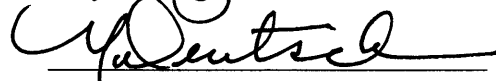
Representing Local Union 2301
International Union of Painters
And Allied Trades, AFL-CIO


David Jimenez
President, Local 2301

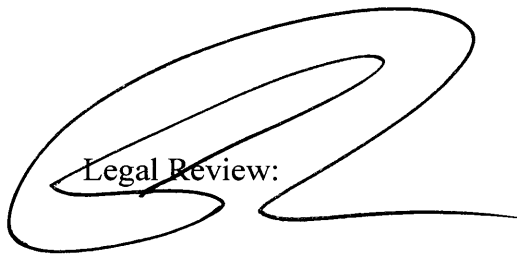
City of Cape Coral
(Florida)


John Gunter
Mayor

Michael Ilczyszyn
City Manager

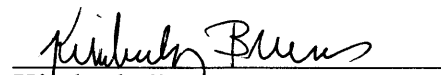

Nancy Deutsch
Human Resources Director

Legal Review:


Aleksandr Boksner
City Attorney

MLC

Attest:


Kimberly Bruns
City Clerk