

**CITY OF HOLLYWOOD
INTEROFFICE MEMORANDUM**

TO: Mayor and Commissioners

DATE: November 25, 2015

FROM: Jeffrey P. Sheffel, City Attorney

SUBJECT: Proposed Agreement with Police Benevolent Association to Amend Collective Bargaining Agreement regarding Rehires

I have reviewed the above-captioned agreement for form and legality, and the general business terms and other significant provisions are as follows:

- 1) Department/Office involved – Labor Relations
- 2) Type of Agreement – Memorandum of Understanding
- 3) Method of Procurement (RFP, bid, etc.) – n/a
- 4) Term of Contract
 - a) initial – 10/1/2014 – 9/30/2017
 - b) renewals (if any) –
 - c) who exercises option to renew –
- 5) Contract Amount – Indefinite. Amount would increase if Police Chief places rehires in pay steps higher than required under the current language.
- 6) Termination rights – None.
- 7) Indemnity/Insurance Requirements – None.
- 8) Scope of Services – The agreement currently requires a re-hired police officer to be placed one pay step lower than he/she was in on date of severance. The MOU will allow Police Chief to place a rehire in the pay step Chief determines appropriate based on the rehire's prior law enforcement experience with City. The MOU also provides that vacation accruals and seniority will be based on the officer's total years of service as a police officer with the City rather than just the years of service after date of rehire.
- 9) City's prior experience with Vendor – Yes.
- 10) Other significant provisions –

cc: Wazir A. Ishmael, Ph.D., City Manager