

**AFSCME Local 2432  
Summary of Key Changes  
2015-2018 Collective Bargaining Agreement**

The following summarizes the key items that have been tentatively agreed to between the City of Hollywood and the American Federation of State, County and Municipal Employees, Local 2432 for a three year agreement from October 1, 2015 through September 30, 2018.

**Salary Adjustments:**

- Full implementation of the Evergreen Compensation Study retroactive to April 1, 2015 for professional and supervisory employees and October 1, 2015 for general employees;
- Year 1 (FY 2016): 4.0% wage increase (2.5% COLA and 1.5% merit) – retroactive to the first full pay period on or after October 1, 2015;
- Year 2 (FY 2017): 4.0% wage increase (2.5% COLA and 1.5% merit) – effective first full pay period on or after October 1, 2016;
- Year 3 (FY 2018): 1% wage increase (effective first full pay period on or after October 1, 2017);
  - An additional pay increase in the amount of one-half (0.5%) percent will be provided effective in the first full pay period on or after October 1, 2017, provided that the Funded Ratio of the City of Hollywood General Employees Pension Plan (Pension Plan) improves by at least 2%.

**Health Insurance:**

- Employees hired after the ratification date of the agreement will not be eligible to have their health insurance premiums paid by the City upon their retirement from the City (OPEB).

**Pension Plan:**

- Change the normal retirement date from age 60 and 30 years of service to 30 years of service regardless of age.

**Certification Pay:**

- Effective May 1, 2016, Beach Safety general employees receive a 2.5% differential above their base pay for an EMT certification.
- Water Treatment Plant Superintendent and Wastewater Treatment Plant Superintendent receive a 5% differential above their base pay for an “A” level license.
- Employees who are receiving certification pay and are promoted shall not receive a reduction in salary upon their promotion as a result of losing their certification pay.
- City will reimburse employees required to obtain a CDL license for the cost of obtaining such license.