

RESOLUTION NO. _____

A RESOLUTION OF THE CITY OF HOLLYWOOD, FLORIDA, APPROVING AND AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE THE ATTACHED MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2432, GENERAL EMPLOYEES BARGAINING UNIT ("AFSCME"); AMENDING THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND AFSCME WITH CHANGES TO THE HEALTH GROUP BENEFITS PLAN.

WHEREAS, the City and AFSCME are parties to a collective bargaining agreement ("CBA") from the period from October 1, 2015 through September 30, 2018, covering the City's General employees; and

WHEREAS, the CBA sets forth the Life and Health Group Benefits Plan that the City provides for each bargaining unit member; and

WHEREAS, the parties have negotiated a number of changes to the Health Group Benefits Plan; and

WHEREAS, the parties wish to amend Article 24 of the CBA to reflect the following:

- (a) Add language detailing the City's two group health coverage plans, the Open Access Plus in-network only plan ("OAPIN") and the Open Access Plus plan ("OAP");
- (b) Add language to differentiate between the City's Health Reimbursement Accounts ("HRAs") and Flexible Spending Accounts ("FSAs");
- (c) Add language reflecting that supplemental group vision insurance is available for purchase by all eligible employees; and
- (d) Further define the health insurance committee and its role; and

WHEREAS, the parties also wish to amend Article 51 of the CBA to reflect benefit changes to part-time employees, including offering an AFLAC insurance plan (hospital indemnity and accident plans) to those part-time employees who average more than 15 hours per week that is equivalent to the annual \$500.00 they previously received via a Flexible Spending Account.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA:

Section 1: That the foregoing "WHEREAS" clauses are ratified and confirmed as being true and correct and are incorporated in this Resolution.

Section 2: That it approves and authorizes the execution, by the appropriate City officials, of the attached Memorandum of Understanding between the City of Hollywood and the American Federation of State, County and Municipal Employees, Local 2432, General Employees Bargaining Unit, in substantially the form attached hereto, together with such non-material changes as may be subsequently agreed to by the City Manager and approved as to form and legal sufficiency by the City Attorney.

Section 3: That this Resolution shall be in full force and effect immediately upon its passage and adoption.

PASSED AND ADOPTED this _____ day of _____, 2018.

JOSH LEVY, MAYOR

ATTEST:

PATRICIA A. CERNY, MMC
CITY CLERK

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY for the use and reliance
of the City of Hollywood, Florida, only.

DOUGLAS R. GONZALES, CITY ATTORNEY