

STATEMENT OF BUDGET IMPACT
(Policy Number 94-45)
Budgetary Review of Proposed Resolution &
Ordinances with Financial Implication.

Date: March 19, 2016

File: BIS 16 – 130

File: TMP-2016-100

Proposed Legislation:

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, RATIFYING THE ATTACHED 2015 – 2018 AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2432, PROFESSIONAL BARGAINING UNIT (THE “AGREEMENT”) AND AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE THE AGREEMENT.

Statement of Budget Impact:

1. No Budget Impact associated with this action;
2. Sufficient budgetary resources identified/available;
3. Budgetary resources not identified/unavailable;
4. Potential Revenue is possible with this action;
5. Will not increase the cost of Housing;
6. May increase the cost of Housing; (CDAB review required)

Explanation:

This Resolution seeks ratification of the 2015 – 2018 collective bargaining agreement, “agreement”, reached between the City of Hollywood and the American Federation of State, County and Municipal Employees, Local 2432, Professional Bargaining Unit and seeks authorization for the appropriate City Officials to execute the agreement. Key provisions of the agreement as it relates to the Professional Bargaining Unit include:

- Full implementation of the Evergreen Compensation Study for all Professional Employees retroactive to April 1, 2015.
- Wage increases as follows:
 - For Fiscal Year 2016 (Year 1) – a 2.5% wage increase and a 1.5% merit increase retroactive to October 1, 2015;

- For Fiscal Year 2017 (Year 2) – a 2.5% wage increase and a 1.5% merit increase; and
- For Fiscal Year 2018 (Year 3) – a 1.00% wage increase.
- Additionally, in FY 2018, there shall be an additional pay increase in the amount of 0.5% effective the first full pay period after October 1, 2017, provided the Funded Ratio of the City of Hollywood's General Employees Pension Plan improves by at least 2%.
- With respect to Health Insurance – employees hired after the ratification date of the agreement shall have the option of continuing under the City's health insurance plan upon retirement with the provision that the employee shall be responsible for the entire cost of the premium.
- With respect to the General Employees Pension Plan – the normal retirement date shall change from age 60 and 30 years of service to 30 years of service regardless of age.
- With respect to Certification Pay for certain Professional Employee pay classifications:
 - 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 status;
 - the City will reimburse employees required to obtain a CDL license for the cost of obtaining the CDL license; and
 - employees who obtain a job-related certification (as listed in the agreement) after being hired will receive a 5% differential above the base rate of pay.

The term of the collective bargaining agreement shall run from October 1, 2015 through September 30, 2018, contingent upon the ratification of the agreement by the City Commission and the members of the American Federation of State, County and Municipal Employees, Local 2432. Funding for the costs involved in this agreement have been provided in various Salaries and Wages line item accounts in the adopted and approved FY 2016 Operating Budget. Costs involved, as a result of this agreement, in future fiscal years will be included in the proposed operating budget for the appropriate fiscal year subject to the approval of the City Commission.

PREPARED AND APPROVED BY: Kee Juen Eng
Budget Manager