

Summary of AFSCME Professional CBA 2025-2028 Negotiations

The parties have tentatively agreed to a three-year Collective Bargaining Agreement (CBA) that will include the changes summarized below. Additionally, the parties agreed to other non-substantive clean up language changes throughout the CBA.

Article 2 (Management Rights)

- Added language that states that the City retains all management rights and authority granted by law to operate efficiently and direct its workforce. This includes decisions on services, equipment, facilities, subcontracting, staffing, hiring, discipline, scheduling, standards, policies, and procedures. These rights are not all inclusive but indicate the type of matters or rights that belong to and are inherent in the City in its capacity as management. Failure to exercise any right does not waive the City's authority to do so in the future.

Article 4 (Nullification of Payroll Dues Deductions)

- Modified the Article to include that Florida's SB 256 (2023) prohibits public employers from deducting civilian union dues from Employee paychecks. The Union must share its PERC renewal application for City Employees on the same day it is filed. The union may also request a detailed spreadsheet of all bargaining unit Employees, including contact and employment information.

Article 6 (Wages/Longevity)

- In Section 6.1 - Effective the first full pay period in October 2025, 2026, and 2027, the pay ranges will increase by 2% each year.
- In Section 6.5 - Longevity compensation was changed from a total of 12.75% for 5-10-12.5-15 years of service to the following:
 - 1 year of service = 2%
 - 3 years of service = 3%
 - 5 years of service = 2%
 - 7 years of service = 3%
 - 10 years of service = 3%
 - 12 years of service = 3%
 - 15 years of service = 4%
- New Section 6.6 - Employees may receive performance or sign-on incentives under HR-096 for exceptional performance or accepting hard-to-fill or positions and/or where there is a labor shortage.

Article 8 (Certification Pay)

- Removed the certifications of Cisco Certified Network Professional (CCNP) and Microsoft Certified Solutions Associate (MCSA) and added Microsoft Azure Administrator Associate and Microsoft Endpoint Administrator Associate.

Article 10 (Work Rules)

- In Section 10.3 - clarified that the Rules and Regulations have been updated to match this CBA's effective date and that they will be revised as City updates policies and procedures.

Article 11 (Pension and Pension Plan)

- New Section 11.1 – provides a link where Chapter 33 of the City Ordinance can be located.
- New Section 11.2 – provides a link where the Summary Plan Description (SPD) of the City of Hollywood Employees' Retirement Fund can be located.
- New Section 11.3 – provides a link to the City of Hollywood Employees' Retirement Fund website.
- All other sections have been removed.

Article 13 (Sick Leave)

- In Section 13.9 - reduced the threshold for disciplinary action for abuse of sick leave from six leave occurrences to five sick leave occurrences per fiscal year.

Article 15 (Grievance Procedure and Arbitration)

- Clarified the procedure for filing and processing grievances.

Article 16 (Bereavement Leave)

- Added the immediate family of a domestic partner to the list of eligible relatives for bereavement leave.

Article 17 (Probationary Period)

- New Section 17.4 - Probationary periods will be extended accordingly for prolonged leaves of absences such as FMLA or approved special leaves for the duration of their probationary period.

Article 18 (Drug Free Workplace)

- The City and Union continue to support a drug- and alcohol-free workplace and require all employees to follow applicable rules and policies, including HR-012 and HR-038, and drug testing as required by federal law and City policies.

Article 19 (Health and Wellness Plan)

- In Section 19.2 - clarified how to obtain the Health Reimbursement Account each calendar year and added the definition of "Biometric Screening"
- In Section 19.4 - updated the eligibility criteria for post-retirement insurance to reflect the new retirement plan options.
- In Section 19.10 - clarified that wellness hours shall not be paid out upon separation of employment.

Article 20 (FMLA/Special Leave/Leave of Absence)

- In Section 20.2 - added that an Employee can request special leave to care for any member of their immediate family who incurs a temporary medical disabling condition.

Article 21 (Holidays)

- In Section 21.3 - clarified that floating holidays are not paid out upon separation of employment.

Article 27 (Voluntary Demotions)

- In Section 27.1 - added that probationary Employees having not yet completed an initial 12-month probationary period and who are approved to transfer or demote will be required to serve a 12-month probationary period in their new position.
- In Section 27.2(e) - added that Employees not passing the 6-month probationary period will separate from employment unless, by mutual consent of the Employee and the City, and providing the position held prior is vacant, the Employee may return to their previous position held and resume the probationary status held prior to entering the new position.
- In Section 27.3 - clarified that the voluntarily demoting Employee will retain accrued leave earned prior to the effective date of the demotion with zero seniority for all purposes seniority is utilized. This includes positions moving from Full-Time to Part-Time Status and Full-Time to Full-Time Status, inclusive of probationary status Employees.

Article 28 (Official Duty Use of Personal Vehicle)

- In Section 28.5 - clarified that Employees who drive City vehicles or their personal vehicles for City business are subject to Human Resource Policies HR-012 (Drug Free Workplace) and HR-038 (City Vehicle Drivers).

Article 32 (Assignment Pay)

- New Section 32.4 - The City Manager may provide incentive pay to any Employee working outside their job descriptions or on special projects in accordance with Policy HR-096.