

## **Summary of AFSCME Supervisory 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 6.4 - 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 7 (Work Rules)**

- In Section 7.3 - 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 8 (Pension and Pension Plan)**

- New Section 18.1 – provides a link where Chapter 33 of the City Ordinance can be located.

- New Section 18.2 – provides a link where the Summary Plan Description (SPD) of the City of Hollywood Employees’ Retirement Fund can be located.
- New Section 18.3 – provides a link to the City of Hollywood Employees’ Retirement Fund website.
- All other sections have been removed.

#### **Article 10 (Sick Leave)**

- In Section 10.9 - reduced the threshold for disciplinary action for abuse of sick leave from six leave occurrences to five sick leave occurrences per fiscal year.

#### **Article 12 (Grievance Procedure and Arbitration)**

- Clarified the procedure for filing and processing grievances.

#### **Article 13 (Bereavement Leave)**

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

#### **Article 14 (Probationary Period)**

- New Section 14.4 - 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 15 (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 16 (Health and Wellness Plan)**

- In Section 16.2 - clarified how to obtain the Health Reimbursement Account each calendar year and added the definition of “Biometric Screening”
- In Section 16.4 - updated the eligibility criteria for post-retirement insurance to reflect the new retirement plan options.
- In Section 16.10 - clarified that wellness hours shall not be paid out upon separation of employment.

#### **Article 17 (FMLA/Special Leave/Leave of Absence)**

- In Section 17.2 - 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 18 (Holidays)**

- In Section 18.3 - clarified that floating holidays are not paid out upon separation of employment.
- In Section 18.7 - added Marine Safety Captains as eligible for the two additional floating holidays.

### **Article 23 (Voluntary Demotions)**

- In Section 23.1 - 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 23.2(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 23.3 - 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 24 (Vehicles)**

- In Section 24.1 - increased the monthly vehicle allowance from \$350 to \$375 and added the following positions: Public Utilities Asset Manager, Wastewater Maintenance Superintendent, and Water Quality Manager.
- In Section 24.2 - 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 27 (Certification Pay)**

- Employees with certain licenses will receive progressive pay differentials above the adjusted base rate, increasing by 1.25% on October 1, 2025, October 1, 2026, and October 1, 2027.

### **Article 29 (Assignment Pay)**

- New Section 29.4 - 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.