

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

Date: April 21, 2015

File: BIS 15 – 146

File: TMP-2015-00142

Proposed Legislation:

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, RATIFYING THE ATTACHED 2014 – 2017 AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND THE HOLLYWOOD PROFESSIONAL FIREFIGHTERS, LOCAL 1375 (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 to ratify an employee organization agreement reached after negotiations between the City of Hollywood the Hollywood Professional Firefighters, Local 1375 establishing the terms, wages and conditions of employment for those employees covered under said agreement for the period from October 1, 2014 through September 30, 2017. Certain key changes in the above described collective bargaining agreement are found in the Summary of Key Changes and include the following:

- In FY 2015, a 3.5% wage increase retroactive to the beginning of the fiscal year on October 1, 2014;
- In FY 2016, a 2.5% wage increase effective the first day of fiscal year 2016;
- In FY 2017, a 2.5% wage increase effective the first day of fiscal year 2017; and

- Additionally, a wage increase in the amount of 0.5% may be granted to the above base pay beginning in FY 2017 provided certain conditions are met relating to the Hollywood Firefighters' Pension Plan.
- With respect to the pay plan for covered employees of the Hollywood Professional Firefighters, Local 1375:
 - For FY 2015, an additional step, 20, is added to the pay plan at 2% higher than the current step 19
 - For FY 2016, step 14 will be renumbered as step 12 and step 19 will be renumbered as step 15.
- Granting of a Kelly Day will be made after every 6th shift as opposed to after the 7th shift under current practice.
- The Pension Plan shall be amended to redefine the normal retirement date for Tier 1 members with certain credited years of service. Further, the parties have agreed to meet on a quarterly basis to explore different options to reduce pension costs and the pension plan's unfunded liability.
- Certain agreed to increases in charges relating to employee costs of Flexible Spending Accounts, FSA.
- Revisions to the Drug-free and Alcohol-free Workplace Policy.

Funding for the costs involved relating to the FY 2015 – FY 2017 collective bargaining agreement between the City and Hollywood Professional Firefighters, Local 1375 have been provided in the adopted and approved FY 2015 Operating Budget for the current fiscal year and will be requested as part of the applicable future fiscal year's operating budget, subject to the approval and adoption of the respective future fiscal year's operating budget by the City Commission.

PREPARED BY: Kee Juen Eng
Budget Manager

APPROVED BY: Mirtha Dziedzic
Assistant Director Budget and Financial Services