

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered between the City of Hollywood ("City") and the American Federation of State, County and Municipal Employees, Local 2432, General Employees' Bargaining Unit ("AFSCME"), (collectively referred to as the "Parties").

WHEREAS, the City and AFSCME are parties to a Collective Bargaining Agreement ("CBA") for the period of October 1, 2018 through September 30, 2020, covering the City's general wall-to-wall employees; and

WHEREAS, the City and AFSCME are in the process of negotiating a successor CBA; and

WHEREAS, the Parties desire to address Article 10 (Wages) prior to the conclusion of a negotiated successor agreement and not to be delayed by the ongoing COVID19 pandemic;

NOW, THEREFORE, in consideration for the promises contained herein, the parties agree as follows:

1. That the above noted recitals are true and correct and are incorporated herein as part of this MOU.
2. That effective October 1, 2020, the pay ranges within the Bargaining Unit shall be increased by two percent (2%).
3. That employees whose base pay (excluding longevity, assignment pay, certification pay, and leadworker pay) is below the top of the pay range for their positions shall receive a 2% wage increase on their base pay effective the first full pay period after September 30, 2020, provided that the increase does not place their base pay above the pay range for their positions. If it does, the employees shall receive the percentage increase up to the percentage that places them at the top of the pay range and the remaining percentage in a lump sum. Employees whose base pay, as defined above, is at or above the top of the pay range on October 1st shall receive a lump sum payment, that is equal to the 2% increase based on their base pay.
4. The Parties signify their agreement to this MOU by affixing their signature below.
5. This MOU shall become effective upon ratification by both the City and AFSCME.

WHEREFORE, the Parties acknowledge and understand the basis and intent as set forth in this MOU, executed on this 23 day of November, 2020, between the City and AFSCME.

WITNESSES:

FOR AFSCME:


VICE PRESIDENT AFSCME 2432


Christopher Cassidy
President, Local 2432

 SECRETARY LOCAL AFSCME 2432

Date: 11/17/2020

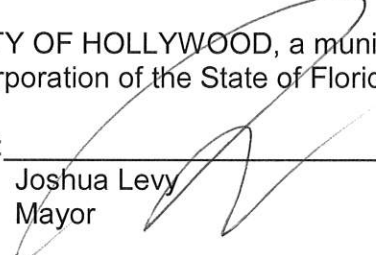
As to the AFSCME, Local 2432
General Employees' Bargaining Unit

WITNESSES:


Cheryl Lahoud

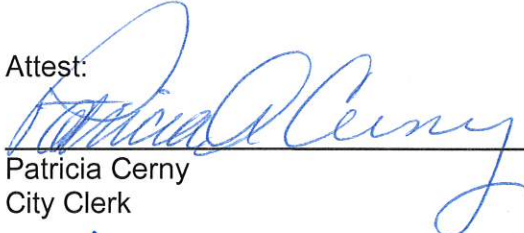
CITY OF HOLLYWOOD, a municipal
Corporation of the State of Florida:

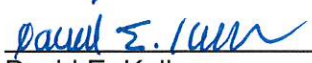
BY:



Joshua Levy
Mayor

As to the City

Attest:


Patricia Cerny
City Clerk


David E. Keller
Interim Director, Financial Services

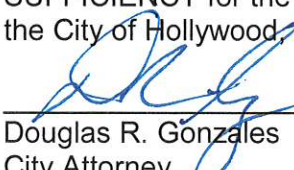

Tammie L. Hechler
Director, Human Resources

Approved:


Dr. Wazir A. Ishmael
City Manager


George R. Keller, Jr. CPPT
Deputy City Manager

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


Douglas R. Gonzales
City Attorney

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General Pay Grades and Pay Ranges for FY21

Pay Grade	Annualized		Hourly	
	Minimum	Maximum	Minimum	Maximum
G1	\$24,355.60	\$37,020.98	\$11.71	\$17.80
G2	\$24,964.27	\$37,945.78	\$12.00	\$18.24
G3	\$25,587.95	\$38,894.16	\$12.30	\$18.70
G4	\$26,227.70	\$39,866.11	\$12.61	\$19.17
G5	\$26,883.53	\$40,862.71	\$12.92	\$19.65
G6	\$27,555.43	\$41,883.96	\$13.25	\$20.14
G7	\$28,244.48	\$42,931.99	\$13.58	\$20.64
G8	\$28,950.67	\$44,004.68	\$13.92	\$21.16
G9	\$29,674.01	\$45,104.15	\$14.27	\$21.68
G10	\$30,415.56	\$46,231.48	\$14.62	\$22.23
G11	\$31,176.41	\$47,387.75	\$14.99	\$22.78
G12	\$31,955.47	\$48,571.89	\$15.36	\$23.35
G13	\$32,754.89	\$49,787.09	\$15.75	\$23.94
G14	\$33,573.60	\$51,032.31	\$16.14	\$24.53
G15	\$34,412.68	\$52,307.52	\$16.54	\$25.15
G16	\$35,273.18	\$53,614.89	\$16.96	\$25.78
G17	\$36,155.12	\$54,955.48	\$17.38	\$26.42
G18	\$37,058.49	\$56,329.28	\$17.82	\$27.08
G19	\$37,985.43	\$57,737.38	\$18.26	\$27.76
G20	\$38,934.88	\$59,180.84	\$18.72	\$28.45
G21	\$39,907.90	\$60,659.67	\$19.19	\$29.16
G22	\$40,905.57	\$62,176.00	\$19.67	\$29.89
G23	\$41,927.89	\$63,730.91	\$20.16	\$30.64
G24	\$42,975.93	\$65,323.32	\$20.66	\$31.41
G25	\$44,050.75	\$66,957.53	\$21.18	\$32.19
G26	\$45,152.37	\$68,631.39	\$21.71	\$33.00
G27	\$46,280.78	\$70,347.04	\$22.25	\$33.82
G28	\$47,438.12	\$72,105.56	\$22.81	\$34.67
G29	\$48,624.39	\$73,909.08	\$23.38	\$35.53
G30	\$49,839.60	\$75,756.54	\$23.96	\$36.42
G31	\$51,085.89	\$77,650.08	\$24.56	\$37.33
G32	\$52,363.25	\$79,591.84	\$25.17	\$38.27
G33	\$53,672.76	\$81,582.89	\$25.80	\$39.22
G34	\$55,014.42	\$83,622.17	\$26.45	\$40.20
G35	\$56,389.30	\$85,711.81	\$27.11	\$41.21
G36	\$57,799.54	\$87,855.04	\$27.79	\$42.24

General Pay Grades and Pay Ranges for FY21

Pay Grade	Annualized		Hourly	
	Minimum	Maximum	Minimum	Maximum
G37	\$59,244.07	\$90,050.77	\$28.48	\$43.29
G38	\$60,725.04	\$92,302.23	\$29.19	\$44.38
G39	\$62,243.51	\$94,610.48	\$29.92	\$45.49
G40	\$63,799.49	\$96,975.53	\$30.67	\$46.62
G41	\$65,394.05	\$99,398.44	\$31.44	\$47.79
G42	\$67,029.33	\$101,884.58	\$32.23	\$48.98
G43	\$68,705.33	\$104,431.80	\$33.03	\$50.21
G44	\$70,423.13	\$107,043.32	\$33.86	\$51.46
G45	\$72,183.78	\$109,719.14	\$34.70	\$52.75
G46	\$73,988.38	\$112,462.46	\$35.57	\$54.07
G47	\$75,837.98	\$115,273.30	\$36.46	\$55.42
G48	\$77,733.66	\$118,154.87	\$37.37	\$56.81
G49	\$79,676.50	\$121,108.23	\$38.31	\$58.23
G50	\$81,668.62	\$124,136.61	\$39.26	\$59.68
G51	\$83,710.04	\$127,238.92	\$40.25	\$61.17
G52	\$85,802.80	\$130,419.89	\$41.25	\$62.70

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..Title

A Resolution Of The City Commission Of The City Of Hollywood, Florida, Authorizing The Appropriate City Officials To Execute A Memorandum Of Understanding With The American Federation Of State, County And Municipal Employees, Local 2432, General Employees Bargaining Unit, Amending The Terms Of The Collective Bargaining Agreement With Changes To The Wages Article To Reflect A 2% Increase To The Pay Ranges And A 2% Wage Increase For All Bargaining Unit Members.

..Strategic Plan Focus

Employee Development & Empowerment

..Body

Staff Recommends: Approval of Resolution.

Explanation:

The City and the American Federation of State, County and Municipal Employees, Local 2432 ("AFSCME"), are parties to a Collective Bargaining Agreement ("CBA") from the period of October 1, 2018 through September 30, 2020 covering the City's general wall-to-wall employees; and are in the process of negotiating a successor CBA.

The parties desire to address Article 10 (Wages) prior to the conclusion of a negotiated successor agreement and not to be delayed by the ongoing COVID19 pandemic. As a result, they have negotiated the attached MOU containing changes to Article 10 (Wages). stating that effective October 1, 2020, the pay ranges within the Bargaining Unit shall be increased by two percent (2%) and employees whose base pay is below the top of the new pay range, shall receive a two percent (2%) wage increase on their base pay effective the first full pay period after September 30, 2020.

Fiscal Impact:

The cost of the 2% wage increases for the general employees is approximately \$560,000. Funding for the pay increases is available in the FY 2021 Adopted Operating Budget.

Recommended for inclusion on the agenda by:
Tammie L. Hechler, Human Resources Director