

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

**Date:** August 12, 2015

**File:** BIS 15 – 254R

**File:** TMP-2015-00370

**Proposed Legislation:**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, RATIFYING THE ATTACHED 2014 – 2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND THE BROWARD COUNTY POLICE BENEVOLENT ASSOCIATION (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, first, seeks to ratify the 2014 – 2017 Collective Bargaining Agreement, “CBA” reached between the City of Hollywood and the Broward County Police Benevolent Association, “PBA”, and, second, to authorize the appropriate City Officials to execute the CBA. The term of the CBA shall run from October 1, 2014 through September 30, 2017.

Various items have been tentatively agreed to with key provisions impacting various Articles,”(##)”, including “Wages” (43), “Pension and Pension Plans” (37), “Life and Health Group Benefits Plan” (14), “Assignment Pay” (20), “Annual Leave” (26), “Uniforms and Uniform Cleaning Maintenance Allowance” (27), and “Vehicle Take Home” (40).

With respect to “Wages”, it was tentatively agreed that there is to be an across the board wage increase in each of the fiscal years retroactive to the first day of the applicable fiscal year with a 3.5% increase for FY 2015, and 2.5% increase for FY 2016 and FY 2017 respectively. Additionally, an additional pay adjustment of 0.5% is available in FY 2017 if certain conditions relating to the Police Officers Pension Plan have been met. Also, certain pay plan adjustments were tentatively agreed upon to add an additional step for FY 2015 and readjust the steps for FY 2016.

With respect to “Pension and Pension Plans”, an amendment was made to the definition of “normal retirement date” for certain employees. Additionally, a reformation of the Planned Retirement provision was made to provide a choice between two irrevocable options for eligible employees. Other provisions involve contributions to the Pension Plan by newly hired Police Officers, the use of Chapter funds, and regularly scheduled meetings between representatives of the City and the Union.

With respect to “Life and Health Group Benefits Plan”, beginning January 1, 2016 the City will increase FSA coverage amounts provided for single and single/dependent coverages.

With respect to “Assignment Pay”, update language to reflect current practice for assignment pay to Field Training Officers (FTOs) and the provision of assignment pay (2.5%) for Public Information Officers.

With respect to “Annual Leave”, it was tentative agreed to increase the accrual of annual leave or vacation hours for Police Officers in identified categories based upon years of service from unchanged (1 to 7 yrs. of service) to 32 hours (21+ yrs. of service).

With respect to “Uniforms and Uniform Clothing Maintenance Allowance”, increase maintenance allowance by \$25/month for Police Officers required to wear business attire.

With respect to “Vehicle Take Home”, an adjustment to the boundaries for take-home vehicles.

In light of the above provisions of the 2014 – 2017 Collective Bargaining Agreement between the City of Hollywood and the Broward County Police Benevolent Association, the level of funding needed may require additional resources above what is currently budgeted.

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