

**City of Hollywood and Broward County Police Benevolent Association
2014-2017 Collective Bargaining Agreement
Summary of Key Changes**

The following summarizes the key items that have been tentatively agreed to between the City of Hollywood and the Broward County Police Benevolent Association for a three year collective bargaining agreement in effect October 1, 2014 through September 30, 2017.

Article 43 “Wages”

- Across the Board Increases:
 - Year 1 (FY 2015): 3.5% wage increase – retroactive to the first full pay period on or after October 1, 2014;
 - Year 2 (FY 2016): 2.5% wage increase – effective first full pay period on or after October 1, 2015;
 - Year 3 (FY 2017): 2.5% wage increase - effective first full pay period on or after October 1, 2016.
 - An additional pay increase in the amount of one-half (0.5%) percent will be added to the base pay plans, effective in the first full pay period on or after October 1, 2016, provided that the Funded Ratio of the City of Hollywood Police Officers Pension Plan (Pension Plan), as reported in the Pension Plan's GASB 67 Financial Statements for the plan year ending 9/30/2016 is at least two percentage points more than the Funded Ratio reported in the Pension Plan's GASB 67 Financial Statements for the plan year ending 9/30/2014.
- Pay Plans:
 - Effective October 1, 2014:
 - Add Step 20(a) (2.5% more than the current Step 20).
 - Effective October 1, 2015
 - Move Step 15 to Step 13;
 - Move Step 20 to Step 16;
 - Keep new Step 20(a).

Article 37 “Pension and Pension Plans”

- Amend the definition of normal retirement date for those employees hired prior to October 1, 2011 with less than ten years of credited service as of September 30, 2011 and for employees hired on or after October 1, 2011, to age 55 and the completion of 10 years of service or the completion of 25 years of credited service (currently, those employees must be age 52 and have 25 years of service for normal retirement).
- For police officers who had less than 10 years of service on September 30, 2011, add 0.3% to each year of service an officer had through September 30, 2011.

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Reformed Planned Retirement as follows:

- Allow employees, upon entering Reformed Planned Retirement, to elect one of the following two (2) options. The election shall be irrevocable:
 - 1) While participating in Reformed Planned Retirement, contribute 8% of earnings as that term is defined in Section 33.126 of the City Code until termination of employment and upon termination continue to have the three options currently allowed under the Reformed Planned Retirement and set forth in Section 33.128(G)(4) of the City Code; or
 - 2) While participating in Reformed Planned Retirement, contribute 0.5% of earnings as that term is defined in Section 33.126 of the City Code and upon termination only be provided with the first option set forth in Section 33.128(G)(4) of the City Code, which is taking a lump sum payment that would be valued based on the number of years the employee worked after electing to participate in Planned Retirement.
 - For employees who choose this option, any Plan earnings/losses calculated into the employee's lump sum payment shall be based on the Plan's actual investment rate of return and employees will be allowed to leave the lump sum payment in the pension plan.
 - Employees currently in Planned Retirement will be given 60 days from the implementation of the Reformed Planned Retirement to make their election. If they elect the new option, they will receive a refund of their contribution into Planned Retirement (7.5%).
- If an employee terminates his/her employment with the Police Department with less than ten years of service and is not eligible for any other benefit under the Police Pension Plan, he/she shall receive a refund of his/her contributions without interest.
 - Police officers shall become members of the Pension Plan and begin contributing into the Pension Plan upon their hire date as a certified police officer (currently, they begin to contribute upon completion of probation).
 - Section 37.3 (previously section 37.6): Clarify as required by SB172 that the agreement to use all premium tax refunds available to offset the City required contribution will be used for that purpose and no other purpose was reached by mutual consent of the parties.
 - Previously section 37.7(a): Delete this section that requires that wage increases are contingent upon continued receipt of Chapter 185, Florida Statutes, funds.
 - Section 37.4 (previously section 37.4(b)): Update so that re-opener is applicable during the term of this 2014-2017 agreement.

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- New Section: The City and the Union agree to meet on a quarterly basis during the term of the agreement to explore different options so that costs associated with the pension plan and the pension plan's unfunded liability may be reduced.

Article 14 “Life and Health Group Benefits Plan”

- Section 14.6: Effective January 1, 2016, the City shall increase the FSA amounts to \$300 (from \$200 for no coverage and single coverage), to \$400 (from \$300 for single plus one dependent) and to \$700 (from \$500 for single plus 2 or more dependents).

Article 20 “Assignment Pay”

- Section 20.1: Update language on assignment pay for FTOs to reflect current practice.
- Sections 20.2: 2.5% assignment pay to those assigned as a Public Information Officer.

Article 26 “Annual Leave”

- Section 26.1: Increase accrual of annual leave (vacation) as follows:
 - 1 to 7 years 80 hours (status quo)
 - 8 to 10 years 112 hours (currently, 104 hours)
 - 11 to 15 years 144 hours (currently, 128 hours)
 - 16 to 20 years 160 hours (currently, 144 hours)
 - 21 years + 200 hours (currently, 168 hours)

Article 27 “Uniforms and Uniform Clothing Maintenance Allowance”

- Section 27.10: Increase maintenance allowance from \$75 to \$100 a month for those months when an employee is assigned to business attire.
- Section 27.16: All visible tattoos must be covered while on-duty (City will provide long sleeve dry-fit shirts or tattoo sleeves).

Article 40 “Vehicle Take Home”

- Section 40.1: Increase boundaries for take-home vehicles to a 25-mile radius measured from Police Headquarters.