



## Legislation Details (With Text)

**File #:** R-2023-159    **Version:** 1    **Name:** AFSCME Professional 2022 - 2025 Collective Bargaining Agreement

**Type:** Resolution    **Status:** Passed

**File created:** 5/24/2023    **In control:** Office of Human Resources

**On agenda:** 6/7/2023    **Final action:** 6/7/2023

**Title:** A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying The 2022-2025 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, Professional Employees Bargaining Unit And Authorizing The Appropriate City Officials To Execute The Agreement.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution Ratification of AFSCME Professional CBA 2022-2025.pdf, 2. Summary of Changes 2022 - 2025 AFSCME Professional .pdf, 3. AFSCME Professional 2022-25 CBA CLEAN (Legistar).pdf

Date	Ver.	Action By	Action	Result
6/7/2023	1	Regular City Commission Meeting	adopt	Pass

A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying The 2022-2025 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, Professional Employees Bargaining Unit And Authorizing The Appropriate City Officials To Execute The Agreement.

*Financial Management & Administration*

Staff Recommends: Approval of the attached Resolution.

**Explanation:**

The City and the American Federation of State, County and Municipal Employees (“AFSCME”), Local 2432, Professional Bargaining Unit have negotiated a three-year successor Collective Bargaining Agreement (“CBA”) in effect from October 1, 2022 through September 30, 2025, that will include the changes summarized below. Additionally, the parties have agreed to incorporate the Memorandums of Understanding and Letters of Understanding (“MOUs/LOUs”) that were attached to the back of the CBA into the pertinent articles and other non-substantive clean up language changes.

(Wages)

- Effective the first full pay period in October 2023 and October 2024, the pay ranges will increase by 3% each year.

(Health and Wellness Plan)

- The funding for the Health Reimbursement Accounts beginning in calendar year 2024 will be based on the employee completing a biometric screening along with a provider follow-up. The funding for the calendar year 2025 will be based on the employee completing a physical at the City's Employee Clinic during the 2024 calendar year.
- Employees will receive 2 paid workdays of Wellness Leave each year on a use-it-or-lose-it basis to be used within each fiscal year.

(Holidays)

- Exchange the employee's birthday holiday for Juneteenth.

(Bereavement Leave)

- Bereavement Leave will increase from 24 hours to 40 hours.

(Longevity Compensation)

- Longevity compensation will change from continuous 10-15-20 years of service to a cumulative 5-10-12.5-15 years of service as follows:
  - 5 years of service = 5% (new)
  - 10 years of service changed from 5% to 3%
  - 12.5 years of service = 2.75% (new)
  - 15 years of service changed from 3% to 2%.
  - 20 years of service - removed

(Educational Reimbursement Program)

- Increase the tuition reimbursement amount from \$1,800 to \$3,000.

This is a summary of the significant changes in the attached agreement. A more complete summary of the negotiated changes is reflected in the attached summary.

Fiscal Impact

The changes proposed in this Collective Bargaining Agreement for the three contracts covering AFSCME General, AFSCME Professional, and AFSCME Supervisory employees is estimated to cost approximately \$10,150,000 over the three-year period of the agreement. The estimated cost is primarily driven by:

- Cost of Living Adjustments
- Acceleration of, and increases to, longevity for eligible members
- Changes to health care premiums for those in the DROP
- Revisions to certification pay, overtime scheduling, sick leave, and equipment stipends

Funding for the proposed Collective Bargaining Agreements is available in the FY 2023 Adopted Operating Budget and will be included in subsequent fiscal years.

Recommended for inclusion on the agenda by:  
Tammie L. Hechler, Director of Human Resources  
Adam S. Reichbach, Assistant City Manager for Finance & Administration  
Raelin Storey, Assistant City Manager