



Legislation Details (With Text)

File #: R-2019-029 **Version:** 1 **Name:** 2018-2021 PBA Collective Bargaining Agreement
Type: Resolution **Status:** Passed
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Title: A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying The Attached 2018 - 2021 Collective Bargaining Agreement Between The City Of Hollywood And The Broward County Police Benevolent Association; Authorizing The Appropriate City Officials To Execute The Agreement.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution 2018-2021 PBA Collective Bargaining Agreement.pdf, 2. Summary of Negotiated Changes CBA 10.12018-9.30.2021.pdf, 3. FINAL PBA 2018-2021 Collective Bargaining Agreement.pdf, 4. BIS 19086R.pdf

Date	Ver.	Action By	Action	Result
2/20/2019	1	Regular City Commission Meeting	adopt	Pass

A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying The Attached 2018 - 2021 Collective Bargaining Agreement Between The City Of Hollywood And The Broward County Police Benevolent Association; Authorizing The Appropriate City Officials To Execute The Agreement.

Staff Recommends: Approval of the attached Resolution.

Explanation:

The City and the Broward County Police Benevolent Association have negotiated a successor collective bargaining agreement in effect from October 1, 2018 through September 30, 2021 (the "Agreement"). The significant negotiated changes are contained in the articles related to Health Insurance, Pension and Wages.

The highlights of the changes to Health Insurance include a change in employee contributions from a flat rate premium to percentage based premium. For employees enrolled in the OAP health plan beginning in 2020, the City will contribute 80% towards the cost of the health premium and the employee will contribute 20% towards the cost for the health premium. In addition, those employees hired after the ratification of this agreement will be responsible for the entire cost of the premium if they choose to continue under the City's health plan upon retirement.

The highlights to the changes to Pension include the creation and inclusion of pension restoration to certain categories of members, changes to the earnings in the DROP account for all members hired on or before September 30, 2011, and the allowance for in-service distributions to retired police officers who are re-hired on a part-time basis.

Finally, the changes to Wages include a 2% wage adjustment effective in the first full pay period on or after April 1, 2019, a 2% wage adjustment effective in the first full pay period on or after October 1, 2019, and a 2% wage adjustment effective in the first full pay period on or after October 1, 2020.

This is a brief summary of the significant changes in the attached agreement. A full and complete summary of all the negotiated changes is also reflected in the attached summary.

Recommended for inclusion on the agenda by:

Kathy Lopez-Negron, Human Resources Administrator

Tammie L. Hechler, Director of Human Resources

Adam S. Reichbach, Assistant City Manager for Finance & Administration