



## Legislation Details (With Text)

|                       |  |                      |                           |              |   |
|-----------------------|--|----------------------|---------------------------|--------------|---|
| <b>File #:</b>        | R-2021-327   | <b>Version:</b>      | 1                         | <b>Name:</b> | AFSCME 2021-2022 General Bargaining Agreement |
| <b>Type:</b>          | Resolution   | <b>Status:</b>       | Passed                    |              |   |
| <b>File created:</b>  | 11/10/2021   | <b>In control:</b>   | Office of Human Resources |              |   |
| <b>On agenda:</b>     | 12/1/2021  | <b>Final action:</b> | 12/1/2021                 |              |   |
| <b>Title:</b>         | A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying And Authorizing The Appropriate City Officials To Execute The 2021 - 2022 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, General Bargaining Unit. |                      |                           |              |   |
| <b>Sponsors:</b>      |  |                      |                           |              |   |
| <b>Indexes:</b>       |  |                      |                           |              |   |
| <b>Code sections:</b> |  |                      |                           |              |   |
| <b>Attachments:</b>   | 1. Resolution 2021-2022 AFSCME Collective Bargaining Agreement - General.pdf, 2. 2021-2022 AFSCME General CBA CLEAN-Not Executed-2.pdf, 3. 2021-2022 AFSCME General CBA Legislative.pdf  |                      |                           |              |   |

| Date      | Ver. | Action By                       | Action | Result |
|-----------|------|---------------------------------|--------|--------|
| 12/1/2021 | 1    | Regular City Commission Meeting | adopt  | Pass   |

A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying And Authorizing The Appropriate City Officials To Execute The 2021 - 2022 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, General Bargaining Unit.

### *Financial Management & Administration*

Staff Recommends: Approval of the attached Resolution.

### Explanation:

The City and the American Federation of State, County and Municipal Employees, Local 2432, General Bargaining Unit, have negotiated a successor Collective Bargaining Agreement in effect from October 1, 2021, through September 30, 2022, (the "Agreement").

### The highlights of the changes include:

In wages: increase the pay ranges by 2% and provide a 2% wage adjustment effective in the first full pay period on or after October 1, 2021; in addition, full-time employees hired prior to October 1, 2021, shall receive a one-time, lump sum, payment equal to 1% of their enhanced annual salary which was in effect on September 30, 2021, and regularly scheduled non-seasonal part-time employees hired prior to October 1, 2021, shall receive a one-time, lump

sum, payment of 1% of their annual salary calculated by using a formula based on hours worked in FY20.

In Health and Wellness: Update the bi-weekly cost of the medical insurance plans; Increase the amounts of the Health Reimbursement Accounts from \$300 to \$400 for Single Coverage; from \$400 to \$600 for Single + 1 Dependent Coverage; and from \$700 to \$1000 for Single + 2 or more Dependent Coverage; and memorialize the City's Employee Assistance Program, which for this Agreement includes 10 free face-to-face or telephonic visits.

This Agreement also includes language clean-up with no substantive changes.

**Fiscal Impact:**

Funding for this collective bargaining agreement is available in the FY 2022 Operating Budget in its appropriate account numbers. The estimated cost of salary increases, longevity, and related social security costs is approximately \$672,000.

Recommended for inclusion on the agenda by:

Tammie L. Hechler, Director, Human Resources

George R. Keller, Jr., Deputy City Manager