



## Legislation Details (With Text)

<b>File #:</b>	R-2019-181	<b>Version:</b>	2	<b>Name:</b>	2018-2020 AFSCME Collective Bargaining Agreement - Professional Unit
<b>Type:</b>	Resolution	<b>Status:</b>	Passed		
<b>File created:</b>	5/15/2019	<b>In control:</b>	Office of Human Resources		
<b>On agenda:</b>	6/19/2019	<b>Final action:</b>	6/19/2019		
<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 2018 - 2020 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, Professional Bargaining Unit.				
<b>Sponsors:</b>					
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Resolution 2018-2020 AFSCME Collective Bargaining Agreement - Professional, 2. Summary of Changes 2018-2020 AFSCME Professional.pdf, 3. 2018-2020 AFSCME Professional CBA CLEAN.pdf, 4. BIS 19189.pdf				

Date	Ver.	Action By	Action	Result
6/19/2019	2	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 2018 - 2020 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, Professional Bargaining Unit.

Staff Recommends: Approval of the attached Resolution.

### Explanation:

The City and the American Federation of State, County and Municipal Employees, Local 2432, Professional Bargaining Unit have negotiated a successor Collective Bargaining Agreement in effect from October 1, 2018 through September 30, 2020 (the "Agreement").

The parties have tentatively agreed to a two (2) year Collective Bargaining Agreement (CBA) that will include updating the CBA with the PERC Certification Order, the 2016 MOU regarding the 4/10 work week, changes to Articles to address ERP/Oracle, Pension Restoration, Health Insurance Reform, and Wage Increases as described below:

### Article 10 (Wages)

- 3% effective 10/01/2018.
- 2% effective 10/01/2019.

- Move the pay ranges respectively.
- Employees classified in the position of Administrative Assistant I, will receive an additional 1.5% pay increase effective in the first full pay period after the ratification of this Agreement (this position was included to the AFSCME General Bargaining Unit as part of PERC Clarification Order 2018-001).
- In the first full pay period after the ratification date of this Agreement, a one-time, lump sum, non-pensionable, gross payment of \$1500 shall be paid to those fulltime employees who are not eligible to benefit from Pension Restoration as described in Article 17.
- An employee's base pay will be comprised of wages and longevity - all other pays (i.e. incentives, certifications) shall be calculated using the employee's base rate of pay - without compounding.

#### Article 17 (Performance Review and Merit Pay)

- Probationary reviews will be conducted 12 months from date of hire and performance reviews annually thereafter.
- Promotional probationary review will be conducted 6 months after the effective date of promotion and then annual performance review will be 12 months from the completion of the probationary review period.
- Additionally, parties agreed to changes to the appraisal system (including competency changes and moving to a 7 point scale).

#### Article 18 (Pension and Pension Plan)

- Restoration for General fund employees hired prior to October 1, 2011 and Enterprise Fund employees hired prior to March 5, 2014.

#### Article 24 (Health and Wellness Plan)

- OAP premium contributions will change to 80/20% on January 1, 2020.
- Plan design changes.
- Wellness preventative physical (scan).

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