



Legislation Details (With Text)

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Title: A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying The 2022-2025 Collective Bargaining Agreement With The Hollywood Professional Firefighters, Local 1375, And Authorizing The Appropriate City Officials To Execute The Agreement.

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Attachments: 1. Resolution of IAFF CBA 10-1-22 - 9-30-25 .pdf, 2. Summary of Changes 2022-2025 IAFF CBA.pdf, 3. IAFF CBA CLEAN WITH PAY CHARTS 09.05.2023.pdf, 4. IAFF CBA Redline 08.29.2023.pdf

Date	Ver.	Action By	Action	Result
9/20/2023	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 Hollywood Professional Firefighters, Local 1375, 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 Hollywood Professional Firefighters (“IAFF”), Local 1375, 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 Memorandums of Understanding and other non-substantive clean up language changes.

Article 6: (Wages)

In Sec 3 - Added: October 1, 2022, each level of base pay shall be increased by four percent; effective the first full pay period on or after October 1, 2023, each level of base pay shall be increased by three percent; and effective the first full pay period on or after October 1, 2024, each level of base pay shall be increased by three percent.

In Sec 4 - Removed language pertaining to the American Rescue Plan Act; and defined that each member will be paid a \$1,000 net premium payment the first full pay period after the ratification of the agreement.

In Sec 5 - Raised the cap for incentive pay from 25% to 27% as a 2% increase in paramedic assignment pay was negotiated in Article 41.

Article 12: (Bereavement)

Increased bereavement leaves from one shift or 24 hours for in state burials to two shifts or 48 hours for in or out of state burials and for 40-hour personnel from 3 workdays to 40 hours.

Article 13: (Holidays)

Removed the Employee's Birthday and added Juneteenth.
Also removed language which stated, "and any other holiday declared by a federal, state, or municipal government, provided that the City of Hollywood adopts a declared Holiday."

Article 14: (Vacation)

Removed language allowing for the utilization of vacation to be carried over into the next calendar year and added a maximum which can be used in a calendar year: 312 hours for shift employees and 220 hours for non-shift personnel.

Updated the vacation accrual schedules for non-shift employees as follows:

Former:

- 110 hours - employees with less than eight (8) full years of service;
- 150 hours - employees with eight (8) years or more but less than eighteen (18) full years of service;
- 170 hours - employees with eighteen (18) or more full years of service;
- 1 -3 full years of service: from 110 hours to 4.23 per pay period.

New:

- 4.23 hours per pay period - employees with 1 - 3 full years of service;
- 5.08 hours per pay period hours - employees with 4 - 10 full years of service;
- 6.31 hours per pay period hours - employees with 11 - 15 full years of service;
- 6.92 hours per pay period - employees with 16 - 20 full years of service;
- 8.46 hours per pay period - employees with 21 or more full years of service.

Updated the vacation accrual schedules for shift employees as follows:

Former:

- 216 hours - employees with less than ten (10) full years of service;
- 240 hours - employees with ten (10) or more full years of service.

New:

- 8.31 hours per pay period - employees with less than 10 full years of service;
- 9.23 hours per pay period - employees with 10 or more full years of service.

Removed the language allowing non-shift employees the option to convert up to 30% of annual vacation accrual into a lump sum payment.

Added language limiting the maximum number of hours that can be sold back at time of separation to 432 hours and that any hours above that would be lost.

Article 31: (Health Insurance and Wellness)

Added a section explaining that in 2024, for employees to be eligible for the City paid HRA monies in 2025, employees will be required to obtain a physical at the City's Employee Medical Clinic in 2024.

Added a section in recognition of the importance of mental health and employee well-being, the City shall offer shift employees 48 hours and non-shift employees 40 hours on a use-it-or-lose-it basis to promote well-being and wellness beginning after the ratification of this agreement.

Article 34: (Emergency Rescue Services/Assignment Pay)

Increased the State Licensed Paramedic incentive pay from 5% to 7.5%.

Article 42: (Tuition Reimbursement for Employment Related/Required Certification and Degree Programs)

Increased reimbursement amount from \$1800 to \$3000.

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 covering IAFF employees are estimated to cost approximately \$5,960,000 over the three-year period of the agreement. The estimated cost is primarily driven by:

- Cost of Living Adjustments
- Adjustments to longevity pay scale
- Revisions to incentive / assignment pay and educational reimbursement
- Addition of wellness leave

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