



## Legislation Details (With Text)

**File #:** R-2020-260    **Version:** 1    **Name:** AFSCME General MOU Oct 2020  
**Type:** Resolution    **Status:** Passed  
**File created:** 10/5/2020    **In control:** Office of Human Resources  
**On agenda:** 10/7/2020    **Final action:** 10/7/2020  
**Title:** A Resolution Of The City Commission Of The City Of Hollywood, Florida, Authorizing The Appropriate City Officials To Execute A Memorandum Of Understanding With The American Federation Of State, County And Municipal Employees, Local 2432, General Employees Bargaining Unit, Amending The Terms Of The Collective Bargaining Agreement With Changes To The Wages Article To Reflect A 2% Increase To The Pay Ranges And A 2% Wage Increase For All Bargaining Unit Members.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution AFSCME GEN MOU Regarding the Wages Article.pdf, 2. Memorandum of Understanding AFSCME Gen CBA.pdf, 3. General MOU - Pay Ranges.pdf, 4. tercbaafscmegeneral

Date	Ver.	Action By	Action	Result
10/7/2020	1	Regular City Commission Meeting	adopt	Pass

A Resolution Of The City Commission Of The City Of Hollywood, Florida, Authorizing The Appropriate City Officials To Execute A Memorandum Of Understanding With The American Federation Of State, County And Municipal Employees, Local 2432, General Employees Bargaining Unit, Amending The Terms Of The Collective Bargaining Agreement With Changes To The Wages Article To Reflect A 2% Increase To The Pay Ranges And A 2% Wage Increase For All Bargaining Unit Members.

*Employee Development & Empowerment*

Staff Recommends: Approval of Resolution.

**Explanation:**

The City and the American Federation of State, County and Municipal Employees, Local 2432 (“AFSCME”), are parties to a Collective Bargaining Agreement (“CBA”) from the period of October 1, 2018 through September 30, 2020 covering the City’s general wall-to-wall employees; and are in the process of negotiating a successor CBA.

The parties desire to address Article 10 (Wages) prior to the conclusion of a negotiated successor agreement and not to be delayed by the ongoing COVID19 pandemic. As a result, they have negotiated the attached MOU containing changes to Article 10 (Wages). stating

that effective October 1, 2020, the pay ranges within the Bargaining Unit shall be increased by two percent (2%) and employees whose base pay is below the top of the new pay range, shall receive a two percent (2%) wage increase on their base pay effective the first full pay period after September 30, 2020.

Fiscal Impact:

The cost of the 2% wage increases for the general employees is approximately \$560,000. Funding for the pay increases is available in the FY 2021 Adopted Operating Budget.

Recommended for inclusion on the agenda by:  
Tammie L. Hechler, Human Resources Director  
George R. Keller, Jr., CPPT, Deputy City Manager