



## Legislation Text

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A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying The 2022-2025 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, General Employees Bargaining Unit 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 American Federation of State, County and Municipal Employees ("AFSCME"), Local 2432, General Bargaining Unit 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 the Memorandums of Understanding and Letters of Understanding ("MOUs/LOUs") that were attached to the back of the CBA into the pertinent articles and other non-substantive clean up language changes.

### Article 11 (Wages)

- Effective the first full pay period in October 2023 and October 2024, the pay ranges will increase by 3% each year.

### Article 12 (Assignment Pay)

- Add that General employees temporarily assuming the duties of a Confidential employee shall receive 5% or minimum of the pay grade.

### Article 14 (Certification Pay)

- Commercial Driver's License reimbursement increased from \$495.00 to up to \$2,200.00.
- Certification pay for Beach Safety personnel certified as Emergency Medical Technicians increased from 2.5% to 5%.

### Article 15 (Work Schedule and Overtime)

- Crime Scene Technician can be assigned standby status. Those assigned receive will an additional 4 hours of pay per week.

- Public Utilities Department employees may be assigned standby at the discretion of the Director, and those assigned will receive an additional 5 hours of pay that pay period.

#### Article 19 (Pension and Pension Plan)

- DROP participants will be considered active employees (instead of retirees) with regards to medical, dental, and life insurance contributions.

#### Article 24 (Work Uniforms and Laundry)

- Community Service Officers will receive a cell phone stipend of \$50.00 per month or a City-issued cell phone.
- Stipulate a value of up to \$250 per year for work boots.

#### Article 25 (Health and Wellness Plan)

- The funding for the Health Reimbursement Accounts beginning in calendar year 2024 will be based on the employee completing a biometric screening along with a provider follow-up. The funding for calendar year 2025 will be based on the employee completing a physical at the City's Employee Clinic during the 2024 calendar year.
- Employees will receive 2 paid workdays of Wellness Leave each year on a use-it-or-lose-it basis to be used within each fiscal year.

#### Article 33 (Holidays)

- Exchange the employee's birthday holiday for Juneteenth.

#### Article 35 (Bereavement Leave)

- Bereavement Leave will increase from 24 hours to 40 hours.

#### Article 37 (Longevity Compensation)

- Longevity compensation will change from continuous 10-15-20 years of service to a cumulative 5-10-12.5-15 years of service as follows:
  - 5 years of service = 5% (new)
  - 10 years of service changed from 5% to 3%
  - 12.5 years of service = 2.75% (new)
  - 15 years of service changed from 3% to 2%.
  - 20 years of service - removed

#### Article 47 (Shift Differential)

- Shift differential pay will be increased.

#### Article 49 (Educational Reimbursement Program)

- Increase the tuition reimbursement amount from \$1,800 to \$3,000.

#### Article 51 (Regularly Scheduled Part-Time Employees)

- Regularly scheduled PT employees who work an average of at least 30 hours per week

will receive 12 hours of Wellness Leave; and will receive 30 hours of Bereavement Leave.

- Regularly scheduled PT employees who work an average of 15 to 30 hours per week will receive 8 hours of Wellness Leave; and will receive 20 hours of Bereavement Leave.

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 for the three contracts covering AFSCME General, AFSCME Professional, and AFSCME Supervisory employees is estimated to cost approximately \$10,150,000 over the three-year period of the agreement. The estimated cost is primarily driven by:

- Cost of Living Adjustments
- Acceleration of, and increases to, longevity for eligible members
- Changes to health care premiums for those in the DROP
- Revisions to certification pay, overtime scheduling, sick leave, and equipment stipends

Funding for the proposed Collective Bargaining Agreements is available in the FY 2023 Adopted Operating Budget and will be included in the budgets for 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