



Legislation Details (With Text)

File #: R-2019-064 **Version:** 1 **Name:** 2018 - 2021 IAFF Collective Bargaining Agreement
Type: Resolution **Status:** Passed
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Title: A Resolution Of The City Commission Of The City Of Hollywood, Florida, Ratifying And Authorizing The Appropriate City Officials To Execute The 2018 - 2021 Collective Bargaining Agreement With The Hollywood Professional Firefighters, Local 1375.

Sponsors:

Indexes:

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Attachments: 1. Resolution 2018-2021 IAFF Collective Bargaining Agreement.pdf, 2. FINAL Fire 10.01.2018 - 9.30.2021.pdf, 3. Summary of Negotiated Changes IAFF 2018-2021.pdf, 4. BIS 19125R.pdf

Date	Ver.	Action By	Action	Result
3/20/2019	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 2018 - 2021 Collective Bargaining Agreement With The Hollywood Professional Firefighters, Local 1375.

Staff Recommends: Approval of the attached Resolution.

Explanation:

The City and the Hollywood Professional Firefighters, Local 1375 have negotiated a successor Collective Bargaining Agreement in effect from October 1, 2018 through September 30, 2021 (the "Agreement").

The highlights of the changes to Health Insurance include a change in employee contributions from a flat rate premium to a percentage based premium. For employees enrolled in the OAP health plan beginning in 2020, the City will contribute 80% towards the cost of the health premium and the employee will contribute 20% towards the cost for the health premium. Those employees hired after the ratification of this agreement will be responsible for the entire cost of the premium if they choose to continue under the City's health plan upon retirement.

The highlights of the changes to Pension include pension restoration to members hired before July 16, 2009 (the supplemental distribution benefit will only apply to those in the reformed planned retirement benefit prior to the ratification of this Agreement by both parties),

and changes to the benefit structure for those hired after July 16, 2009, including changes to the multiplier, average final compensation, normal retirement date, COLA, and employee pension contribution. Additionally, this Agreement will provide for the allowance to buy back up to 4 years of either U.S. Military service, other municipality fire service, or a combination of both.

The highlights of the changes to wages include a 2% wage adjustment effective in the pay period of June 21, 2019, a 2% wage adjustment effective in the first full pay period on or after October 1, 2019, and a 2% wage adjustment effective in the first full pay period on or after October 1, 2020. Additionally, this Agreement will provide rescue assignment pay of 2.5% in the second year, which will increase to 5% in the third year. This assignment pay will not count towards the salary cap.

This is a brief summary of the significant changes in the agreement. A full and complete summary of all the negotiated changes is reflected in the summary.

Recommended for inclusion on the agenda by:

Kathy Lopez-Negron, Human Resources Administrator

Tammie L. Hechler, Director of Human Resources

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