



Legislation Details (With Text)

File #: R-2019-180 **Version:** 2 **Name:** 2018-2020 AFSCME Collective Bargaining Agreement - General Unit
Type: Resolution **Status:** Passed
File created: 5/15/2019 **In control:** Office of Human Resources
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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 - 2020 Collective Bargaining Agreement With The American Federation Of State, County And Municipal Employees, Local 2432, General Bargaining Unit.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution 2018-2020 AFSCME Collective Bargaining Agreement - General, 2. Summary of Changes 2018-2020 AFSCME General.pdf, 3. 2018-2020 AFSCME General CBA CLEAN.pdf, 4. BIS 19188.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, General Bargaining Unit.

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 two year successor Collective Bargaining Agreement ("CBA") in effect from October 1, 2018 through September 30, 2020.

The parties have tentatively agreed to update the CBA with the Public Employees Relations Commission (PERC) Certification Order 2018-001, the 2016 Memorandum of Understanding (MOU) regarding 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% wage increase effective 10/01/2018.
- 2% wage increase effective 10/01/2019.

- Increase the pay ranges accordingly.
- 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).
- 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.
- One 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 of Human Resources

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