



**Hallandale Beach**  
PROGRESS. INNOVATION. OPPORTUNITY.

400 South Federal Hwy  
Hallandale Beach, FL 33009

## City of Hallandale Beach City Commission Agenda Cover Memo

<b>Meeting Date:</b>	October 2, 2019		<b>Item Type:</b> <i>(Enter X in box)</i>	<b>Resolution</b> <div style="text-align: center;">X</div>	<b>Ordinance</b>	<b>Other</b>
<b>Fiscal Impact:</b> <i>(Enter X in box)</i>	<b>Yes</b>	<b>No</b>	<b>Ordinance Reading:</b> <i>(Enter X in box)</i>	<b>1<sup>st</sup> Reading</b>		<b>2<sup>nd</sup> Reading</b>
	X		<b>Public Hearing:</b> <i>(Enter X in box)</i>	<b>Yes</b>	<b>No</b>	<b>Yes</b>
					X	X
<b>Funding Source:</b>	523050		<b>Advertising Requirement:</b> <i>(Enter X in box)</i>	<b>Yes</b>		<b>No</b>
<b>Account Balance:</b>			<b>Quasi-Judicial:</b> <i>(Enter X in box)</i>	<b>Yes</b>		<b>No</b>
						X
<b>Project Number :</b>	N/A		<b>RFP/RFQ/Bid Number:</b>			
<b>Contract/P.O. Required:</b> <i>(Enter X in box)</i>	<b>Yes</b>	<b>No</b>	<b>Strategic Plan Priority Area:</b> <i>(Enter X in box)</i>			
	X		<b>Safety</b> <input type="checkbox"/>			
			<b>Quality</b> <input checked="" type="checkbox"/>			
			<b>Vibrant Appeal</b> <input type="checkbox"/>			
<b>Sponsor Name:</b>	Greg Chavarria, City Manager		<b>Department:</b> Human Resources Department	Radu Dodea, Human Resources Director		

### Short Title:

**A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH RATIFYING A COLLECTIVE BARGAINING AGREEMENT (CBA) BETWEEN THE CITY OF HALLANDALE BEACH AND THE HALLANDALE BEACH MUNICIPAL EMPLOYEES LOCAL 2009, AFFILIATED WITH FLORIDA PUBLIC EMPLOYEES COUNCIL #79 OF THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES RELATING TO RELATIONS BETWEEN EMPLOYER AND MUNICIPAL EMPLOYEES OF THE CITY OF HALLANDALE BEACH; AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT AND TO UTILIZE BUDGETED FUNDS TO IMPLEMENT THE TERMS; AND PROVIDING AN EFFECTIVE DATE.**

## Staff Summary:

### **BACKGROUND:**

The city's previous collective bargaining agreement with the General Employees union expired on September 30, 2018. After substantial negotiations the parties have agreed to two collective bargaining agreements which were ratified by the membership on September 27, 2019. The summary terms of the agreements are as follows:

1. A one-year agreement for 2018-2019 and three-year agreement 2019-Sept. 2022, approved concurrently.
2. 4-Day Work-Week: Union and City to enter into Non-CBA Memorandum of Understanding. City to commit to a 4-day workweek -10-hours/day (closing on Fridays) for City staff for at least 1 year commencing the later within 60 days of ratification of the proposed CBA. After one year, it will be a management right to determine if the City continues to adhere to a 4-day work week. Only positions deemed eligible by management will be subject to the 4-day work week.
3. Reinstatement of a Defined Benefit Pension Plan:
  - Members not in closed city pension to join FRS moving forward;
  - All members to retain their city retirement contributions through FRS start date. Immediate vesting for those DC members joining FRS. No group option for purchase of time previously worked.
  - Suspending City Contribution to Health Retirement Account for all members;
  - City Contribution to voluntary 401(a) for all members will be 3% for 2018-2019 contract and 1% for 2019-2020, 2020-2021, 2021-Sept 2022, reinstatement of 3% match limit commencing with the final payroll of the 2021-22 contract.
4. Longevity Increase \$2,000/year non-pensionable for those employees that have 20 years of service who achieve an annual average evaluation score of no less than 3.0
5. Increase the performance bonus for Employees that have "topped out" in their pay, from \$350 to \$500/year for meeting standards and from \$700 to \$1,000/year for exceeding standards.
6. **COLA - 0 % - 10/1/2018, 2% 10/1/2019, 2% - 10/1/2020, 2%- 10/1/2021**
7. Additional 2.5% Certification Pay Adjustment for certifications not required by Job Description.
  - Certifications must be directly related to and beneficial for the employee's current position and must be pre-approved by department director and city manager at their managerial discretion as beneficial to the City.
  - Certification must be obtained by a training course, class, lecture or seminar AND be accompanied by a test OR state recognized examination.
  - The certification must require Continuing Education Units.

- City will not be obligated to pay the cost of CEU or those costs associated with the Certification.
  - Maximum one increase of 2.5% regardless of number of certifications.
8. Shift differential increase for Community Service Aide's to be the same as Police Officer (increase from \$40/bi-weekly to \$60/bi-weekly or 5% if approved in new PBA CBA)
  9. 3.5% one-time salary adjustment for full-time Ocean Rescue Staff
  10. Increase tool allowance from \$750 to \$1,000/year for Fleet Division employees. (Article 36)
  11. All Hallandale Beach General Employees covered under this bargaining agreement shall have access and free use of All City Parks during times that such facilities are open to the public. This shall include use of workout facilities and equipment during non-work hours, not during work breaks or lunch and not in uniform.
  12. A cell phone stipend for "On Call" civilian positions in the Police Department of \$35/month for Crime Technicians and Community Service Aides within the Traffic Homicide Investigations Unit.
  13. Add the position of the Police Department Court Liaison to the safe driver incentive. (Article 42.2)
  14. Temporary Assignments to a Higher Classification for 5 consecutive work shifts instead of 6. (Article 23)
  15. The City will enter into a re-opener upon actuarial study results to negotiate a one-time window for persons with 20 years or more of service and age 55, or 30 years of service, regardless of age, to allow the option of freezing their pension without penalty and separate employment. The intention of this provision is to determine if there is a cost neutral way for City to provide a window for separation of service without negative pension impact to the member.

Specific contract language can be reviewed on the two attached contracts. Other than 0% COLA, no other changes were incorporated into the 2018-2019 agreement.

**FISCAL IMPACT:**

Due to the prospective joining into FRS, Fiscal impact is to be determined. Further information will be provided as it becomes available.

<b>Proposed Action:</b>
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Staff recommends the City Commission adopt the attached Resolution ratifying the two collective bargaining agreements for the AFSCME union.

<b>Attachment(s):</b>
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Exhibit 1 - Resolution

Exhibit 2 – Draft Agreement 2018-2019

Exhibit 3 – Draft Agreement 2019-2022