



City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	Item Type:		1 st Reading	2 nd Reading
4/7/2021	<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Other	Ordinance Reading	N/A	N/A
		Public Hearing	<input type="checkbox"/>	<input type="checkbox"/>
		Advertising Required	<input type="checkbox"/>	<input type="checkbox"/>
		Quasi Judicial:	<input type="checkbox"/>	<input type="checkbox"/>
File No.:				
21-126				
Fiscal Impact (\$):	Account Balance (\$):	Funding Source:	Project Number :	
\$432,852	\$703,303	2110-549990	N/A	
Contract/P.O. Required		RFP/RFQ/Bid Number:	Sponsor Name:	Department:
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	N/A	Radu Dodea, Human Resources Director	Human Resources/Risk Management
Strategic Plan Focus Areas:				
<input type="checkbox"/> Finance & Budget		<input checked="" type="checkbox"/> Organizational Capacity		<input type="checkbox"/> Infrastructure/Projects
Implementation Timeline:				
Estimated Start Date: 10/1/2020 Estimated End Date: 9/30/2023				

SHORT TITLE:

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH RATIFYING A COLLECTIVE BARGAINING AGREEMENT (CBA) FOR OCTOBER 1, 2020 TO SEPTEMBER 30, 2023 BETWEEN THE CITY OF HALLANDALE BEACH AND INTERNATIONAL UNION OF POLICE ASSOCIATIONS CHAPTER 6029 RELATING TO RELATIONS BETWEEN EMPLOYER AND POLICE OFFICERS AND POLICE SERGEANTS OF THE CITY OF HALLANDALE BEACH; AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT AND TO IMPLEMENT THE TERMS; AND PROVIDING AN EFFECTIVE DATE.

STAFF SUMMARY:

Summary:

It is the general purpose of the Collective Bargaining Agreement (CBA) to promote mutual interest of the City of Hallandale Beach (City) and the City of Hallandale Beach Police Officers/Sergeants affiliated with the International Union of Police Associations (IUPA), to provide for the operation of services provided by the City under methods which will further, to the fullest extent possible, the safety of the employees, economy and efficiency of operation, elimination of waste, realization of maximum quality and quantity of output, cleanliness, protection of property, and avoidance of interruption of services. As such, staff is bringing forth this item to adopt the attached Resolution ratifying a collective bargaining agreement between the City of Hallandale Beach and the City of Hallandale Beach Police Officers/Sergeants affiliated with the International Union of Police Associations relating to relations between employer and the Police Officers/Sergeants of the City of Hallandale Beach; authorizing the City Manager to execute the agreement and to utilize budgeted funds to implement the provisions of the agreement; and providing an effective date.

Background:

The City has operated under the CBA which expired on September 30, 2018.

The City's negotiation team met in good faith with IUPA employee representatives and their legal counsel to negotiate salaries, benefits, and other terms and conditions of employment. Pursuant to the last CBA negotiation session held on Monday, March 8th, 2021, a tentative agreement (Exhibit 2) has been reached between the City and the IUPA negotiation team, which includes two contracts, the first for the effective period of October 1, 2018 through September 30, 2020, and a successor agreement for the effective period of October 1, 2020 through September 30, 2023.

On March 26, 2021, the IUPA negotiation team presented the agreement to its union members to obtain a ratification vote for approval of the October 1, 2020 through September 30, 2023 CBA. The union members voted to ratify the agreement.

Current Situation:

A tentative final collective bargaining agreement is ready for approval.

The following summary highlights some of the contract changes for the CBA effective October 1, 2020 through September 30, 2023:

- **Salary incentives**
 - 2.5% Cost of Living Adjustment (COLA) retroactive to October 1, 2020
 - 3% COLA effective October 1, 2021
 - 3% COLA effective October 1, 2022
 - \$100 bi-weekly night shift differential stipend
- **Pension modification**
 - Pension Cap increase
 - Change in the Average Final Compensation period
 - Employee contributions increase
 - Guaranteed annual DROP interest credits for Tier I members
 - DROP plan for Tier II employees
- **Sick Leave Payout changes**
- **Annual Sick Leave Buy Back changes**

- **401(a) Match Plan changes**
- **Retirement Health Savings Account changes**

For a comprehensive outline of all the negotiated changes, please review the attached summary of tentative agreement (Exhibit 2).

The recommended action will result in total additional three-year costs of over \$2,080,739, not including the pension modifications, which are pending the Police & Fire Pension Board Actuary's valuation. For a breakdown of the fiscal impact, please review the attached CBA costs spreadsheet (Exhibit 4).

Why Action is Necessary:

Action is needed to set forth and formalize the terms of the agreement including wages, benefits, and terms of conditions of employment for employees in the bargaining unit represented by the IUPA, and to authorize the City Manager to execute the agreement, pursuant to Chapter 447.309 of the Florida Statutes, which states that "any agreement signed by the chief executive officer and the bargaining agent shall not be binding on the public employer until such agreement has been ratified by the public employer and by public employees who are members of the bargaining unit." In addition, pursuant to Chapter 447.309 of the Florida Statutes, this Resolution will authorize the City Manager to appropriate the budgeted funds to implement the provisions of the agreement.

Cost Benefit:

This cost of this action is approximately \$2,080,739, not including the pension modifications, and will results in a mutually agreed upon collective bargaining agreement through September 30, 2023.

PROPOSED ACTION:

Staff recommends the City Commission adopt the attached Resolution ratifying a collective bargaining agreement between the City of Hallandale Beach and the City of Hallandale Beach Police Officers/Sergeants affiliated with the International Union of Police Associations relating to relations between employer and the Police Officers/Sergeants of the City of Hallandale Beach for the period October 1, 2020 through September 30, 2023; authorizing the City Manager to execute the agreement and to utilize budgeted funds to implement the provisions of the agreement; and providing an effective date.

ATTACHMENT(S):

Exhibit 1 – Resolution
Exhibit 2 – Summary Tentative Agreement 2018-2023 & Addendum
Exhibit A – Tentative Red-lined version of IUPA CBA 2020-2023
Exhibit 3 – Tentative Final Version of IUPA CBA 2020-2023
Exhibit 4 – CBA Costs Spreadsheet

Prepared By: Radu Dodea
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Reviewed By: Noemy Sandoval
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Assistant City Manager

Approved By: Jeremy Earle
Dr. Jeremy Earle
City Manager