



City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	Item Type:		1 st Reading	2 nd Reading
6/7/2023	<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.:				
23-212				
Fiscal Impact (\$):	Account Balance (\$):	Funding Source:	Project Number:	
\$428,853	Citywide Salaries & Wages	512000	N/A	
Contract/P.O. Required	RFP/RFQ/Bid Number:	Sponsor Name:	Department:	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	N/A	Dr. Jeremy Earle, City Manager	City Manager's Office	
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: 10/1/2022 Estimated End Date: 9/30/2025				

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:

Summary:

It is the intent and purpose of the Collective Bargaining Agreement (CBA) to assure sound and mutually beneficial working and economic relationships between the City of Hallandale Beach and the Hallandale Municipal Employees Local 2009, affiliated with Florida Public Employees Council #79 of the American Federation of State, County and Municipal Employees (AFSCME), to provide an orderly, prompt and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth basic and full agreement between the parties concerning rates of pay, wages, hours of employment, and other terms and conditions of employment. The City's previous CBA with AFSCME expired on September 30th, 2022.

The City's Leadership Team has collectively bargained a successor agreement with the AFSCME bargaining team for the period October 1st, 2022 through September 30th, 2025, which was later ratified by its membership and now requires City Commission approval.

Background:

The City's previous collective bargaining agreement with the General Employees union expired on September 30th, 2022. The City and the AFSCME negotiation team have maintained ongoing collective bargaining agreement (CBA) negotiations since July 2022.

Pursuant to the last CBA negotiation session held on April 5th, 2023, a tentative agreement (Exhibit 2) has been reached between the City and the AFSCME negotiation Team, for the effective period of October 1st, 2022 through September 30th, 2025.

The summary terms of the agreement is as follows:

1. Article 6.1: Wages – Employees covered by this Collective Bargaining Agreement and who are employed by the City on the date of ratification...

10/01/2022 3.00% Wage Increase

10/01/2023 3.00% Wage Increase

10/01/2024 3.00% Wage Increase

2. Article 10.8: Hours of Work and Overtime - Those employees who are assigned to the midnight shift in their department (usually 11 PM to 7 AM) will be entitled to a pay of \$100 per pay period. Said additional pay will cease if the employee is transferred to any other shift. List of positions:

COMMUNITY SERVICE AIDE I
COMMUNITY SERVICE AIDE II
POLICE CLERK I
POLICE CLERK II
WATER PLANT OPERATOR CLASS A
WATER PLANT OPERATOR CLASS B
WATER PLANT OPERATOR CLASS C

3. Article 12.6: Call Back - All on call CSI (2), CSA (1) assigned to traffic unit and one (1) on call victims advocate shall receive \$50 bi-weekly stipend.
4. Article 18.2: Vacation Time - [insert reference to Section 18.4 for police civilian employees for clarification]
5. Article 18.4: Vacation Time - Remove reference to Fire Department
6. Article 19: Holidays -

Employees covered by this Agreement and who in the past have historically observed holidays shall be authorized the following days as holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. Presidents Day
4. Memorial Day
5. **Juneteenth Day***
6. Independence Day
7. Labor Day
8. Veteran's Day
9. Thanksgiving Day
10. Day after Thanksgiving
11. Christmas Day

(*NOTE AS COMPLETED: Those employees that are required to work the Juneteenth Holiday (PD, Water Plant, Sanitation, Parks, etc.) will receive 10 straight hours of comp time in their accrual bank.)

7. Article 21.8: Miscellaneous Provision - All members will have access and free use of City gym facilities during times that such facilities are open to the general public, provided that no restrictions are in place for security reasons (Police Department/Fire Department gym). Members may not use public facilities during working hours, 15-minute work breaks or while in uniform. Members may use facilities which are not open to the public during authorized work breaks.
8. Article 33: Substance Abuse Treatment - Work together to research/create language elaborating on processes pertaining to alcohol abuse and testing for such.
9. Article 34.4: Retirement Pension Plan – The City and the Union agree for research and development to begin in January of 2024 for a pension re-opener with the possibility of a window for employees still in the Defined Benefit pension with ages and years served to be determined at that time.
10. Article 36.2: Cell Phone Allowance – Effective upon ratification, Crime Technicians, Community Service Aides, Code Compliance Specialists and Building Division Inspectors to receive a monthly cellular phone stipend of \$70.00.

Current Situation:

On May 31st, 2023, the AFSCME negotiation Team presented the agreement to its union members to obtain a ratification vote for approval. The union members voted 70-1 in favor of ratifying the three-year contract.

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 AFSCME, 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:

Article 6.1	Wages (3% COLA 22/23)	\$335,853
	Wages (3% COLA 23/24)	\$340,890
	Wages (3% COLA 24/25)	\$346,004
Article 10.8	Midnight Shift Differential	\$10,920*
Article 19	Holidays - Juneteenth	\$72,000*
Article 36.2	Increase in cell phone allowance (from \$35/mo to \$70/mo)	\$10,080*
3 Year Total Estimated Cost:		\$1,301,747

*Per Fiscal Year

The executed CBA will define the wages, benefits, and terms of condition of employment for employees currently represented by AFSCME for the effective period of October 1st, 2022 through September 30th, 2025. For FY23, the estimated cost is approximately \$428,853, out of which \$407,853 was allocated with the FY23 budget. The approximate additional cost of \$21,000 for FY23 will be obtained from salary savings.

PROPOSED ACTION:

Staff recommends the City Commission adopt the attached Resolution ratifying a collective bargaining agreement between the City and AFSCME relating to relations between employer and the general employees 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.

ATTACHMENT(S):

Exhibit 1 – Resolution

Exhibit A – Draft Agreement October 1, 2022 - September 30, 2025

Prepared By: Radu Dodea

Radu Dodea
Human Resources Director

Reviewed By: Noemy Sandoval

Noemy Sandoval
Assistant City Manager