



Broward County

Legislation Details (With Text)

File #: 21-1888 **Version:** 1

Status: Agenda Ready

In control: Finance - Human Resources Division

On agenda: 11/4/2021 **Final action:** 11/4/2021

Title: MOTION TO APPROVE Addendum to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Federation of Public Employees (AFL-CIO) Port Non-Supervisory Unit, representing the County’s Port Everglades Non-Supervisory Unit employees, for Fiscal Years 2020/2021 and 2021/2022; to amend wages for Fiscal Year 2021/2022 and to add a third year (Fiscal Year 2022/2023) to the current agreement; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, if necessary, and authorize the Mayor to execute the Addendum to the Agreement.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Addendum of Existing Three-Year Collective Bargaining Agreement Fiscal Years 2022 - 2023 - AFL-CIO Port Non-Supervisory, 2. Exhibit 2 - Summary of Agreement Change, 3. Exhibit 3 - Fiscal Impact Statement

Date	Ver.	Action By	Action	Result
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Broward County Commission Regular Meeting

Director's Name: George Tablack

Department: Finance and Administrative Services **Division:** Human Resources

Information

Requested Action

MOTION TO APPROVE Addendum to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Federation of Public Employees (AFL-CIO) Port Non-Supervisory Unit, representing the County’s Port Everglades Non-Supervisory Unit employees, for Fiscal Years 2020/2021 and 2021/2022; to amend wages for Fiscal Year 2021/2022 and to add a third year (Fiscal Year 2022/2023) to the current agreement; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, if necessary, and authorize the Mayor to execute the Addendum to the Agreement.

Why Action is Necessary

Chapter 447, Florida Statutes, requires that the collective bargaining agreements be ratified by the governing body of the Agency, as well as by the Labor Union.

What Action Accomplishes

This action resolves collective bargaining with the County’s Federation of Public Employees (AFL-CIO) Port Non-Supervisory Unit and establishes labor stability through September 30, 2023.

Is this Action Goal Related

No

Previous Action Taken

None.

Summary Explanation/Background

THE FINANCE AND ADMINISTRATIVE SERVICES DEPARTMENT AND THE HUMAN RESOURCES DIVISION RECOMMEND APPROVAL OF THE ABOVE MOTION.

The Federation of Public Employees (AFL-CIO) Port Non-Supervisory Unit (“Union”) represents a bargaining unit of approximately 51 employees representing the County’s Port Everglades Department non-supervisory employees. The current Collective Bargaining Agreement (“Agreement”) provided for this unit expires on September 30, 2022. As a result of negotiations, the County and the Union agreed for Fiscal Year 2021/2022 to increase the negotiated across-the-board wage increase from 2% to 4%. The parties further agreed to add an additional year to the current two-year Agreement (Fiscal Year 2022/2023), which includes an across-the-board wage increase of 2%. Exhibit 1 is the Addendum to the Collective Bargaining Agreement (Addendum).

Exhibit 2 summarizes the Addendum and changes to the Agreement. The Addendum provides for the following compensation related changes:

For Fiscal Year 2021/2022, effective October 3, 2021, eligible bargaining unit employees will receive a 4% base salary increase (within salary range) and;

For Fiscal Year 2022/2023, effective October 2, 2022, eligible bargaining unit employees will receive a 2% base salary increase (within salary range).

The Agreement was successfully ratified by the employees covered by the Collective Bargaining Agreement on Monday, October 18, 2021 and is being presented with staff’s recommendation for approval by the Board.

Source of Additional Information

David Kahn, Director, Human Resources Division, 954-357-6005

Fiscal Impact

Fiscal Impact/Cost Summary

The incremental salary costs for Fiscal Years 2021/2022 and 2022/2023 associated with the proposed AFL-CIO Port Non-Supervisory Unit Agreement are as follows:

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed agreement is \$94,565 exclusive of retirement and FICA costs.

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed agreement is \$49,174 exclusive of retirement and FICA costs.

Funding for Fiscal Years 2021/2022 and 2022/2023 will be included in the respective budgets.