



# Broward County

## Legislation Text

File #: 21-638, Version: 1

### **Broward County Commission Regular Meeting**

**Director's Name:** George Tablack

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

### Information

#### Requested Action

A. MOTION TO APPROVE amendment to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the American Federation of State, County, and Municipal Employees (AFSCME) - Local 2200, representing the County's Port Everglades Department maintenance employees, for Fiscal Years 2017/2018, 2018/2019, and 2019/2020, to resolve bargaining for the wage reopener for Fiscal Year 2019/2020; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, and authorize the Mayor to execute the Agreement.

***ACTION: (T-10:54 AM) Approved.***

***VOTE: 9-0.***

B. MOTION TO APPROVE one-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the American Federation of State, County, and Municipal Employees (AFSCME) - Local 2200, representing the County's Port Everglades Department maintenance employees, for Fiscal Year 2020/2021 and authorize the Mayor to execute the Agreement.

***ACTION: (T-10:54 AM) Approved.***

***VOTE: 9-0.***

#### Why Action is Necessary

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

#### What Action Accomplishes

Motions A and B: This action resolves collective bargaining with the County's American Federation of State, County, and Municipal Employees - Local 2200, Port Everglades Maintenance Unit, and establishes labor stability through September 30, 2021.

#### 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 MOTIONS.

The AFSCME represents a bargaining unit of approximately 64 maintenance employees in the Port. The previous Collective Bargaining Agreement (Agreement) provided for a Wage re-opener for Fiscal Year 2019/2020 and this unit's agreement expired on September 30, 2020. Exhibit 1 is an Addendum to the previous Collective Bargaining Agreement resolving the Wage re-opener for Fiscal Year 2019/2020. Exhibit 3 is a proposed successor one-year Collective Bargaining Agreement for Fiscal Year 2020/2021.

Exhibits 2 and 4 summarize the changes to the Agreement (Exhibit 3). In addition, there are a variety of administrative and operational changes regarding procedures for standby, clarification of annual leave usage, clarification of the Holidays article provisions, Family Illness Leave utilization timeframe, and a Letter of Understanding securing the Union's cooperation in the implementation of the Enterprise Resource Project (ERP) and Human Capital Module (HCM), the proposed Agreement provides for the following compensation related changes:

For Fiscal Year 2019/2020, the proposed Addendum provides for a one-step base salary increase (2%) (within the salary range) for current employees.

For Fiscal Year 2020/2021, the proposed successor one-year Agreement provides for a base salary increase (3%) (within the salary range) for current employees.

These salary increases are consistent with the salary increases provided to other bargaining units and unrepresented employees.

Both the proposed Addendum and successor one-year Agreement were successfully ratified by the Union on April 5, 2021. Accordingly, the proposed Addendum and successor one-year Agreement are 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 Year 2019 and Fiscal Year 2020 associated with the proposed AFSCME Agreement are as follows:

For Fiscal Year 2019/2020, the estimated salary costs associated with the proposed Addendum is \$55,556 exclusive of retirement and FICA costs.

For Fiscal Year 2020/2021, the estimated salary costs associated with the proposed successor one-year Agreement is \$105,204 exclusive of retirement and FICA costs.

