



Broward County

Legislation Details (With Text)

File #: 21-1886 **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 three-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 Years 2021/2022, 2022/2023, and 2023/2024; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, if necessary, and authorize the Mayor to execute the Agreement.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Collective Bargaining Agreement AFSCME - Fiscal Years 2021-2022, 2022-2023 and 2023-2024, 2. Exhibit 2 - Summary of Agreement Change AFSCME - Fiscal Years 2021-2022, 2022-2023, and 2023-2024, 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 three-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 Years 2021/2022, 2022/2023, and 2023/2024; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, if necessary, and authorize the Mayor to execute the Agreement.

Why Action is Necessary

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

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, 2024.

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 American Federation of State, County, and Municipal Employees (AFSCME) - Local 2200 represents a bargaining unit of approximately 62 maintenance employees in the Port Maintenance Section. The previous Collective Bargaining Agreement expired on September 30, 2021. Negotiations for a successor agreement have resulted in a new three-year Agreement (Agreement) (Exhibit 1).

As a result of negotiations, the County and the Union agreed to an across-the-board increase within range of two steps (4%) for Fiscal Year 2021/2022, effective October 3, 2021. For Fiscal Year 2022/2023, effective October 2, 2022, eligible bargaining unit employees will receive an across-the-board wage increase within range of one step (2%). For Fiscal Year 2023/2024, the Agreement provides a wage reopener clause and the ability for each party to open any two additional articles. These proposed increases are consistent with the increases recently approved by the Board for other bargaining units for the next two years and for the unrepresented employees for Fiscal Year 2021/2022.

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

For Fiscal Year 2021/2022, the Agreement provides for a two-step base salary increase (4%) (within the salary range) for current employees.

For Fiscal year 2022/2023, the Agreement provides for a one-step base salary increase (2%) (within the salary range) for current employees.

For Fiscal year 2023/2024, the Agreement provides a wage re-opener and up to two additional Articles for each party.

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, 2022/2023, and 2023/2024 associated with the proposed AFSCME agreement are as follows:

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed agreement is \$116,695 exclusive of retirement and FICA costs.

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed agreement is \$61,609 exclusive of retirement and FICA costs.

For Fiscal Year 2023/2024, there are no estimated costs at this time until wage re-opener is negotiated.