



Broward County

Legislation Text

File #: 22-1710, Version: 1

Broward County Commission Regular Meeting

Director's Name: George Tablack

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

Information

Requested Action

MOTION TO APPROVE ending the current Collective Bargaining Agreement expiring Fiscal Year 2023/2024 between the Board of County Commissioners of Broward County, Florida and the American Federation of State, County, and Municipal Employees (AFSCME) - AFL-CIO Local 2200, representing the County's Port Everglades Maintenance Unit employees and to enter into a new three-year successor Collective Bargaining Agreement between the Board of County Commissioners of Broward County, Florida and the American Federation of State, County, and Municipal Employees (AFSCME) - AFL-CIO Local 2200, representing the County's Port Everglades Maintenance Unit employees, for Fiscal Years 2022/2023, 2023/2024, and 2024/2025; delegate authority to the Director of Human Resources Division to execute Letters of Understanding, if necessary; and authorize the Mayor to execute the Collective Bargaining Agreement.

Why Action is Necessary

Chapter 447, Florida Statutes, requires that collective bargaining agreements be ratified by the applicable governing body of the public employer, as well as by the applicable labor union.

What Action Accomplishes

This action resolves collective bargaining with the County's American Federation of State, County, and Municipal Employees (AFSCME) - AFL-CIO Local 2200, Port Everglades Maintenance Unit and establishes labor stability through September 30, 2025.

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) - AFL-CIO Local 2200 represents a bargaining unit of approximately 70 maintenance employees in the Port Everglades Maintenance Section. The current Collective Bargaining Agreement ("Agreement") provided for this unit expires on September 30, 2024.

As a result of negotiations, the parties agreed to end the current Agreement, ending in Fiscal Year 2023/2024, which includes a wage reopener. The parties negotiated a new three-year Agreement for Fiscal Years 2022/2023, 2023/2024 and 2024/2025. The County and the Union agreed for Fiscal Year 2022/2023 to increase the negotiated across-the-board wage increase from one step (2%) to 4% within the applicable salary range and a \$2,000 wage increase to base salary amount with no step movement. For Fiscal Year 2023/2024, effective October 1, 2023, eligible bargaining unit employees will be placed back on step and then receive an across-the-board wage increase of one step (2%) within the applicable salary range. For Fiscal Year 2024/2025, 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 2022/2023.

Exhibit 2 summarizes the changes to the Agreement. The Agreement includes the addition of the Juneteenth Holiday, a Letter of Understanding ceasing the Sick Leave Monitoring Policy for bargaining unit members, a Letter of Understanding regarding Loading Bridge Training and Certification for bargaining unit Maintenance Workers and Maintenance Mechanics, a Letter of Understanding regarding a Voluntary Commercial Driver's License (CDL) pay differential program for bargaining unit members, a Letter of Understanding to schedule a labor management committee meeting to discuss off-season terminal schedules, and a Letter of Understanding to schedule a labor management committee meeting to discuss the effects of House Bill 735 (HB735) as certain Certificates of Competencies will no longer be issued by Broward County. The Agreement also provides for the following compensation related changes:

For Fiscal Year 2022/2023, effective October 2, 2022, eligible bargaining unit employees will receive a 4% and \$2,000 base salary increase (within salary range), and no step movement;

For Fiscal Year 2023/2024, effective October 1, 2023, eligible bargaining unit employees will be placed back on step and receive a one step (2%) base salary increase (within salary range);

For Fiscal Year 2024/2025, the Agreement provides a wage re-opener and up to two additional Articles for each party.

Exhibit 3 provides the fiscal impact for the aforementioned adjustments.

The Union membership successfully ratified the three-year successor Agreement on October 26, 2022. The three-year successor Agreement 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 2022/2023 and 2023/2024 associated with the proposed AFSCME - Local 2200 agreement are as follows:

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed agreement is \$338,065 exclusive of retirement and FICA costs.

For Fiscal Year 2023/2024, the estimated salary costs associated with the proposed agreement is \$72,103 exclusive of retirement and FICA costs.

Funding for Fiscal Years 2022/2023 and 2023/2024 will be included in the respective budgets.