



Broward County

Legislation Details (With Text)

File #:	20-671	Version:	1
		Status:	Agenda Ready
		In control:	Finance - Human Resources Division
On agenda:	4/7/2020	Final action:	4/7/2020
Title:	<p>A. MOTION TO APPROVE amendment to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Government Supervisors Association of Florida, representing the County's Supervisory Unit 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.</p> <p>(Transferred to the Consent Agenda.)</p> <p>ACTION: (T-11:32 AM) Approved.</p> <p>VOTE: 9-0. Commissioners Bogen, Fisher, Rich and Vice-Mayor Geller voted in the affirmative telephonically.</p> <p>B. MOTION TO APPROVE two-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Government Supervisors Association of Florida, representing the County's Supervisory Unit employees, for Fiscal Years 2020/2021 and 2021/2022; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, and authorize the Mayor to execute the Agreement.</p> <p>(Transferred to the Consent Agenda.)</p> <p>ACTION: (T-11:32 AM) Approved.</p> <p>VOTE: 9-0. Commissioners Bogen, Fisher, Rich and Vice-Mayor Geller voted in the affirmative telephonically.</p>		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. Exhibit 1 - Agreement Summary GSA Supervisory Fiscal Year 2019 - 2020, 2. Exhibit 2 - Addendum of Three-Year Collective Bargaining Agreement - GSA SUPERVISORY FY19-20 - Clean, 3. Exhibit 3 - Summary of Agreement Change GSA Fiscal Year 2019 - 2020 - Wage Reopener Supervisory, 4. Exhibit 4 - Agreement Summary GSA Supervisory Fiscal Year 2020 - 2021, 5. Exhibit 5 - Collective Bargaining Agreement GSA Supervisory Fiscal Year 2020 - 2021 - Clean, 6. Exhibit 6 - Summary of Agreement Change GSA Fiscal Year 2020 - 2021 Supervisory, 7. Exhibit 7 - 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

A. MOTION TO APPROVE amendment to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Government Supervisors Association of Florida, representing the County's Supervisory Unit 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.

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B. MOTION TO APPROVE two-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Government Supervisors Association of Florida, representing the County's Supervisory Unit employees, for Fiscal Years 2020/2021 and 2021/2022; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, and authorize the Mayor to execute the Agreement.

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ACTION: (T-11:32 AM) Approved.

VOTE: 9-0. Commissioners Bogen, Fisher, Rich and Vice-Mayor Geller voted in the affirmative telephonically.

Why Action is Necessary

Motions A and B: 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

Motions A and B: This action resolves collective bargaining with the County's Supervisory Unit Union and establishes labor stability through September 30, 2022.

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 Government Supervisors Association of Florida OPEIU, AFL-CIO, Local 100 (Union) represents a bargaining unit of approximately 400 employees throughout various County agencies. The current Collective Bargaining Agreement (Agreement) provided for this unit expires on September 30, 2020

with a wage reopener for Fiscal Year 2019/2020. As a result of negotiations for the wage reopener, the County and the Union have resolved the wage opener and reached a new two-year Agreement.

Exhibit 3 and 6 summarize the changes to the existing Agreement and the new two-year successor Agreement. In addition to a variety of administrative and operational changes regarding clarification of holidays, sick leave, job basis leave, and Appendix A1-Pay Plan. Further, the Addendum provided Letters of Understanding for the following: securing the Union's cooperation in the implementation of the Enterprise Resource Project (ERP) and Human Capital Module (HCM); meet and confer with the Union to discuss the results of the Education, Certificate, and License data collection for the Compensable Factor Form for unit employees; convene a labor management committee to discuss and review a Flex-Time policy; implement a salary adjustment for Transit Supervisors and Transit Maintenance Skilled Trades Supervisors to address compaction concerns with subordinate employees resulting from the "thereafter step" adjustments; and include the job classifications of Skilled Trades Supervisor, Superintendent of Transportation, Assistant Superintendent of Transportation, Consumer Relations Analyst and Consumer Protection Inspector in the Calendar Year 2020 market survey. Lastly, the Addendum and the two-year Agreement provide for the following compensation-related changes:

- For Fiscal Year 2019/2020, effective October 6, 2019, eligible bargaining unit employees will receive a 3% base salary increase (within the salary range);
- For Fiscal Year 2020/2021, effective October 4, 2020, eligible bargaining unit employees will receive a 3% base salary increase (within salary range) and;
- For Fiscal Year 2021/2022, effective October 3, 2021, eligible bargaining unit employees will receive a 2% base salary increase (within salary range).

The Union membership successfully ratified both the Addendum and the two-year successor agreement on March 25, 2020, which 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 Years 2019/2020, 2020/2021 and 2021/2022 associated with the proposed Government Supervisors Association Addendum and two-year successor Agreement are as follows:

For Fiscal Year 2019/2020, the estimated salary costs associated with the proposed Addendum is \$706,563, exclusive of retirement and FICA costs. Funding for the proposed increase is included in the Fiscal Year 2020 Adopted Budget.

For Fiscal Year 2020/2021, the estimated salary costs associated with the proposed agreement is \$728,098, exclusive of retirement and FICA costs.

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed agreement is

\$484,376, exclusive of retirement and FICA costs.

Funding for Fiscal Years 2020/2021 and 2021/2022 will be included in the respective budgets.