



Broward County

Legislation Details (With Text)

File #: 21-1718 **Version:** 1

Status: Agenda Ready

In control: Finance - Human Resources Division

On agenda: 10/5/2021 **Final action:** 10/5/2021

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), representing the County's Blue Collar Unit employees, for Fiscal Years 2020/2021, 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 - Federation of Public Employees (AFL-CIO), Blue Collar Unit Fiscal Years 2020-2023, 2. Exhibit 2 - Summary of Agreement Change - Fiscal Year 2021-2022 and 2022-2023, 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), representing the County's Blue Collar Unit employees, for Fiscal Years 2020/2021, 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 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), Blue Collar 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), Blue Collar Unit ("Union") represents a bargaining unit of approximately 1,000 employees throughout various County agencies. 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 to increase the negotiated across-the-board wage increase from 2% to 4% for Fiscal Year 2021/2022. This increase is consistent with the across-the-board increase approved by the Board for the County's unrepresented employees. The parties further agreed to add an additional year (Fiscal Year 2022/2023) to the current two-year Agreement, 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 Addendum was successfully ratified by the employees covered by the Collective Bargaining Agreement on September 30, 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 Year 2021/2022 and Fiscal Year 2022/2023 associated with the proposed Addendum to the Blue Collar agreement (Exhibit 3) are as follows:

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed Addendum is \$1,765,136 exclusive of retirement and FICA costs.

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed Addendum is \$917,711 exclusive of retirement and FICA costs.

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