

Memo

DT: January 14, 2019 Commission Agenda

TO: Honorable Mayor and Members of the City Commission

**FR: Chuck Faranda, City Manager
Brett J. Schneider, Esq., Labor Counsel**

RE: Proposed Resolution Providing For Ratification of the Collective Bargaining Agreement Between the City and Teamsters Local 769

RECOMMENDATION

It is recommended that the City Commission adopt the enclosed resolution, which authorizes and approves the ratification of the Collective Bargaining Agreement (the “Agreement”) between the City of Lauderhill (the “City”) and Teamsters Local 769.

AGREEMENT HIGHLIGHTS AND SUMMARY

The Agreement, which applies to the City’s civilian bargaining unit, is for a 3 year term commencing October 1, 2018 and expiring September 30, 2021. The following key sections of the Agreement have been summarized for the Commission’s convenience:

- **Wages.**
 - (a) **Pay Plans.** Bargaining unit employees will be slotted into newly established pay plans for part-time and full-time employees, retroactive to October 1, 2017.
 - (b) **Cost of Living Increases.** Effective October 1 of each year, part-time and full time employees will receive a cost of living salary increase equal to the change in the CPI, except that if the CPI is more than three percent (3%), the increase will be three percent (3%), and if the CPI is lower than two percent (2%), the increase will be 2%. The aforementioned pay plans already incorporate the cost of living increase for October 1, 2018.
- **Pension.** Bargaining unit employees have agreed to the following pension changes:
 - (a) The multiplier for future service for all Tier members will be 2.0%, which is reduction from 3.0%, 2.5% and 2.25% for tier one, tier two and tier three members, respectively.

(b) Normal retirement for all Tier members not currently eligible to retire shall be either: (1) the date on which the sum of an employee's age and years of service with the City equals 75; (2) the date upon which the member attains age 60 with 15 years of service; or (3) the date on which the employee attains age 65 with 10 years of service. Presently, tier one member can retire upon completing 20 years of service or age 62 with 7 years of service. Tier two and tier three members presently can retire the earlier of completing 25 years of service, attaining age 65 with 10 years of service or attaining age 60 with 15 years of service.

(c) A member who is not yet vested will vest at ten (10) years of service, which increases the seven (7) year vesting period for tier one members.

- **Work Conditions.**

(a) Non-exempt employees are generally prohibited from addressing work-related phone calls, texts or emails while off duty unless the matter is time sensitive. In such a case where a time-sensitive matter must be addressed while off-duty, the time must be reported to the Department Head if it exceeds six (6) minutes.

(b) During a declared emergency, employees will be paid at time and one half for all hours worked.

- **Drug Testing.** Bargaining unit employees have agreed to the following testing changes:

(a) The drug panel has been expanded to include testing for codeine, morphine, hydrocodone, hydromorphone, oxycodone and heroin.

(b) The testing thresholds for barbiturates, benzodiazepines and cocaine have been modified for both initial and confirmation testing to be consistent with current state and federal cut-off levels.

- **Paid Time Off (PTO).** The eligible family members for funeral leave use has been expanded to include step-parents, step-children and foster children