

## Legislation Details (With Text)

**File #:** 21-43      **Version:** 2      **Name:**

**Type:** Ordinance / Regular Agenda      **Status:** Passed

**File created:** 10/29/2020      **In control:** City Commission

**On agenda:** 12/8/2020      **Final action:** 12/8/2020

**Title:** P.H. 2021-12: (PUBLIC HEARING 1ST READING)  
AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF POMPANO BEACH, FLORIDA,  
APPROVING AND AUTHORIZING THE PROPER CITY OFFICIALS TO EXECUTE A LABOR  
AGREEMENT BETWEEN THE FEDERATION OF PUBLIC EMPLOYEES AND THE CITY OF  
POMPANO BEACH FOR THE CONTRACT PERIOD BEGINNING OCTOBER 1, 2020 AND ENDING  
SEPTEMBER 30, 2021; PROVIDING FOR SEVERABILITY; PROVIDING AN EFFECTIVE DATE.  
(Fiscal Impact: Est Savings \$200K)

POSTPONED FROM NOVEMBER 10, 2020

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. ACM Memo - CBA.pdf, 2. CBA Ord 102920-002.pdf, 3. Federation and Pompano Beach CBA (1 year) 2020-2021.pdf, 4. General Employee Contract Ratification 11-17-2020.pdf, 5. Letter - Collective Bargaining Agreement.pdf

Date	Ver.	Action By	Action	Result
12/8/2020	2	City Commission	ADOPTED	Pass
11/10/2020	1	City Commission	POSTPONED	Pass

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(Staff Contact: Brian Donovan/Ed Beecher)

**Summary Explanation/Background:**

The prior Collective Bargaining Agreement for 2017-2020 with the Federation of Public Employees (FOPE) expired on September 30, 2020. The City and the FOPE started negotiations in July and have reached an agreement that includes provisions for pension plan changes, extending the Deferred Retirement Option Plan and allowing sick and vacation accruals to be used towards the employees' Voluntary Employee Benefit Association (VEBA) program. In consideration of these proposals, the FOPE has agreed to a one-year contract with no cost of living increase (COLA).

The Actuary for the pension plan had estimated that the pension plan changes would have an impact of a little

over one million dollars while extending the DROP would have no fiscal impact. The impact of the other changes are not applicable or have no determinable impact. The savings from not having a COLA is \$1.24M. Overall, the impact of the proposed changes for this year amounts to an estimated savings of over \$200K.

Other changes to the Agreement were administrative and involved making sure the language associated with leave was consistent with the City's hours of operation, and removing any language that pertained to the previous Agreement. If the proposed changes are approved the benefits would also apply towards non-bargaining members.

**Origin of request for this action:** City Manager's Office

**Fiscal impact and source of funding:** Estimated Savings: \$200K