



City of Pensacola

222 West Main Street
Pensacola, FL 32502

Memorandum

File #: 18-00337

City Council

9/13/2018

LEGISLATIVE ACTION ITEM

SPONSOR: Ashton J. Hayward, III, Mayor

SUBJECT:

PENSACOLA AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) TENTATIVE COLLECTIVE BARGAINING AGREEMENT

RECOMMENDATION:

That City Council ratify the Tentative Collective Bargaining Agreement between the City of Pensacola and the American Federation of State, County, and Municipal Employees (AFSCME).

HEARING REQUIRED: No Hearing Required

SUMMARY:

Contract negotiations began earlier this year between the City and AFSCME which represents a sector of the City's general employees. The results of these negotiations are contained in the attached Tentative Collective Bargaining Agreement. The union membership voted and approved the agreement on August 14, 2018. The final step in the adoption of the agreement is the ratification by City Council.

The significant terms of the proposed agreement are to provide the following pay increases to the members of the collective bargaining unit:

Year One - FY 2019: (Beginning October 1, 2018) Three Percent (3%) pay adjustment for all members up to the maximum of assigned pay grade. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 3% pay adjustment exceeding the maximum cap as a one-time bonus

Year Two - FY 2020: (Beginning October 1, 2019) Three and one-half Percent (3.5%) pay adjustment for all members up to the maximum of assigned pay grade. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 3.5% pay adjustment exceeding the maximum cap as a one-time bonus.

Year Three - FY 2021: (Beginning October 1, 2020) Four Percent (4%) pay adjustment for all members up to the maximum of assigned pay grade. Those bargaining unit members who are at the maximum cap or exceed the maximum cap because of this pay adjustment will receive the equivalent 4% pay adjustment exceeding the maximum cap as a one-time bonus.

Additional consideration in the contract includes providing three additional holidays for bargaining unit members (President's Day, Good Friday, and the Day after Christmas Day) which is consistent with the holidays currently provided for non-represented City staff.

PRIOR ACTION:

None

FUNDING:

The budgetary impact over the three years of the contract is \$1,088,500.

FINANCIAL IMPACT:

The additional costs associated with the adjustment for Fiscal Year 2019 have been included in the FY 2019 Proposed Budget. The additional costs for Fiscal Years 2020 and 2021 will be incorporated in their respective proposed budgets.

CITY ATTORNEY REVIEW: Yes

8/28/2018

STAFF CONTACT:

Keith Wilkins, City Administrator
Richard Barker Jr, Chief Financial Officer
Edward Sisson, Chief Human Resources Officer

ATTACHMENTS:

- 1) Tentative Collective Bargaining Agreement

PRESENTATION: No