



CITY of HOLLYWOOD, FLORIDA

Office of the City Manager

2600 Hollywood Blvd. • P.O. Box 229045 • Hollywood, Florida 33022-9045
Phone (954) 921-3201 • Fax (954) 921-3314 • www.hollywoodfl.org

Cameron D. Benson
City Manager

September 7, 2010

Mr. Jeff Marano, Senior Vice President
Broward County PBA
2650 W. State Road 84
Fort Lauderdale, FL 33312

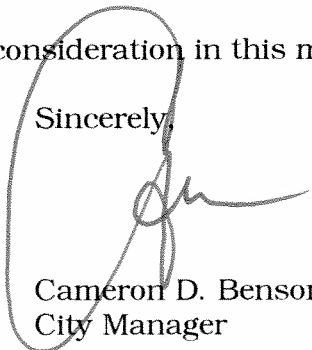
Re: Financial Urgency

Dear Mr. Marano:

Enclosed please find a copy of Resolution No. R-2010-260 of the City Commission. As you can see, the City Commission has declared the existence of a financial urgency, which requires the modification of the collective bargaining agreements. Pursuant to Florida Statute Section 447.4095, I am prepared to begin negotiating the impact of the financial urgency on those collective bargaining agreements beginning September 10, 2010, and to continue negotiations until September 24, 2010. Among the issues to be negotiated are the elimination of the projected budget deficit (without an unacceptable reduction in levels of service) and a substantial reduction in the unfunded liability of (and corresponding rate of contribution to) the City's pension plans.

I thank you for your time and consideration in this matter.

Sincerely,


Cameron D. Benson
City Manager

Enclosure

c: Mayor and City Commissioners
City Attorney
PERC



Our Mission: We are dedicated to providing municipal services for our diverse community in an atmosphere of cooperation, courtesy and respect. We do this by ensuring all who live, work and play in the City of Hollywood enjoy a high quality of life.

"An Equal Opportunity and Service Provider Agency"

RESOLUTION NO. R-2010-260

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, DECLARING THE EXISTENCE OF A FINANCIAL URGENCY REQUIRING MODIFICATION OF THE THREE CURRENT COLLECTIVE BARGAINING AGREEMENTS BETWEEN THE CITY OF HOLLYWOOD AND AFSCME LOCAL 2432, THE CURRENT COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND BROWARD COUNTY PBA, AND THE CURRENT COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND HOLLYWOOD PROFESSIONAL FIREFIGHTERS, LOCAL #1375.

WHEREAS, the City Manager is charged with the responsibility of recommending a budget for adoption by the City Commission ("Commission"); and

WHEREAS, by law, that budget must be balanced between anticipated revenues and projected expenses; and

WHEREAS, due to the reduction in property values within the City of Hollywood ("City"), as well as various other economic factors, even if the Commission were to adopt the full not to exceed mileage rate of 6.7100, the City budget would have a deficit in excess of \$5,000,000.00 for fiscal year 2011 ("Deficit"); and

WHEREAS, the elimination of a sufficient number of positions to make up the Deficit would result in an unacceptable reduction in the level of service provided to the citizens and businesses of the City; and

WHEREAS, in order to eliminate the Deficit and maintain a balanced budget in accordance with law, while maintaining acceptable levels of service, the City has an urgent and drastic need to negotiate modifications to the employee terms and conditions of employment contained in the current collective bargaining agreements between the City and the unions representing its five bargaining units and modify the employee terms and conditions applicable to non-bargaining unit employees;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA:

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, DECLARING THE EXISTENCE OF A FINANCIAL URGENCY REQUIRING MODIFICATION OF THE THREE CURRENT COLLECTIVE BARGAINING AGREEMENTS BETWEEN THE CITY OF HOLLYWOOD AND AFSCME LOCAL 2432, THE CURRENT COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND BROWARD COUNTY PBA, AND THE CURRENT COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF HOLLYWOOD AND HOLLYWOOD PROFESSIONAL FIREFIGHTERS, LOCAL #1375.

Section 1: That it hereby declares the existence of a financial urgency, pursuant to Florida Statute Section 447.4095 (the "Statute"), requiring modification of the three current collective bargaining agreements between the City and AFSCME Local 2432, the current collective bargaining agreement between the City and the Broward County PBA, and the current collective bargaining agreement between the City and the Hollywood Professional Firefighters, Local #1375.

Section 2: That in view of the above declaration and pursuant to the Statute, it hereby directs the City Manager to meet with the unions representing the City's five bargaining units as soon as possible to negotiate the impact of the financial urgency.

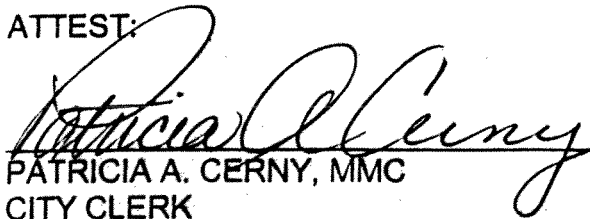
Section 3: That this resolution shall be in full force and effect immediately upon its passage and adoption.

PASSED AND ADOPTED this 1 day of Sept, 2010.



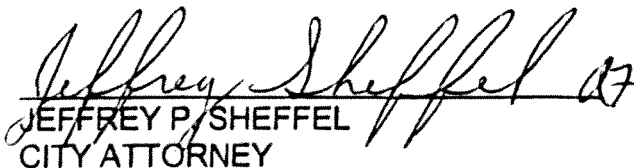
PETER BOBER, MAYOR

ATTEST:



PATRICIA A. CERNY, MMC
CITY CLERK

APPROVED AS TO FORM & LEGALITY
for the use and reliance of the
City of Hollywood, Florida only:



JEFFREY P. SHEFFEL
CITY ATTORNEY

BROWARD COUNTY POLICE BENEVOLENT ASSOCIATION



September 9, 2010

Via Facsimile and U.S. Mail
954-921-3314

Cameron Benson, City Manger
City of Hollywood
2600 Hollywood Boulevard
Hollywood, Florida 33020

RE: *Response To City's Declaration of Financial Urgency*

Dear Mr. Benson:

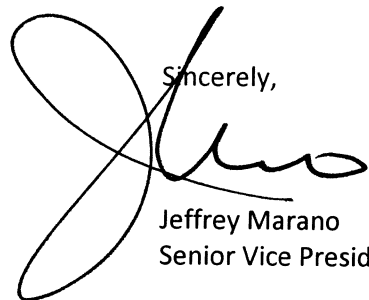
I am in receipt of your letter dated September 7, 2010, wherein you declared financial urgency on behalf of the City. Based upon your letter, I can only assume the agreement reached on Monday, August 30, 2010, between the Broward PBA and your office, which agreement was obtained after ninety (90) days of the PBA's bargaining in good faith with the City, was rejected by the majority of the Hollywood City Commissioners.

In light of the above and being mindful of the statutory obligation of The Broward PBA to negotiate during the (14) fourteen day period, be advised that we will meet and negotiate, yet again, with the City's representatives. After having gone to great lengths to coordinate the schedules of the parties on our side, we are offering to meet on Monday, September 20th, 2010, at any time after 11:00 am. The PBA is requesting the City make available a venue that will accommodate at least 100 people. If the City is incapable of doing so the PBA will, in its continued sprit of good faith bargaining, make available (free of charge) its PBA Hall which is located at 2650 West State Road 84.

In order to for the PBA to adequately prepare for our negotiation session I request that you ensure the following information is provided to me on or before Wednesday, September 15, 2010:

- 1) Written documentation insuring that the City's bargaining team representatives will have the authority to enter into an agreement with the PBA;
- 2) All public records that have been requested by our General Counsel, Barbara Duffy since September 2, 2010;
- 3) The current (updated) monetary figure which evidences the actual dollar amount of the budget deficit attributable to PBA Bargaining Unit members; and
- 4) A comprehensive list of the City's proposals along with the total monetary cost savings the City attributes to each proposal.

In closing I cannot express how deeply disturbing the PBA membership finds the conduct of the City Commission. Their lack of leadership as well as their continued veil threats of layoffs have done nothing more than cause an adversarial working environment. Additionally, their most recent actions have left the membership with absolutely no trust or confidence that any future good faith gestures on their part will be met with the same by the City. Please inform the participating elected officials that the implied threats of layoffs to our membership is not only unacceptable, it's repulsive and will not be tolerated. These commission members must keep in mind that threats are an unfortunate daily life reality for these Hollywood Officers. Given this fact, it is unfathomable that they should have to be subjected to the same type of despicable treatment from City Hall.

Sincerely,

Jeffrey Marano
Senior Vice President