

Summary of Changes Made to the IUPA Lieutenants CBA

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 1, Sec. 3	Gender Reference	Eliminate Gender Reference provision.	Upon Ratification
2	Art. 3, Sec. 1; and Sec. 2	Non Discrimination	Include language ensuring non-discrimination based upon sexual orientation, gender identity, and gender expression in addition to the protected classes. Eliminate Gender Reference provision.	Upon Ratification
3	Art. 4	Association Representation and Activities	Include comprehensive provisions relating to activities conducted by Shift Lieutenants not previously included.	Upon Ratification
4	Art. 6	Employee Rights	Inclusion of new Section 4 providing that established past practices regarding wages, hours, and terms and conditions of employment will not be unilaterally altered by the City; and new Section 5 providing for the maintenance of AVL/GPS system(s) policies.	Upon Ratification
5	Art. 9	Annual Leave	Inclusion of language that is standard amongst all sworn bargaining units with respect to annual leave. Sec. 2: Increase maximum amount of annual leave hours that may be carried over from fiscal year to fiscal year from 240 to 360. Maximum number of hours eligible for payout upon separation from City employment remains at 240 hours.	Upon Ratification
6	Art. 10	Days and Hours	Inclusion of language providing for non-exempt membership as defined by the Fair Labor Standards Act. Article specifically outlines the work week and delineates the "4-10" work schedule. Outlines applicability of additional compensation for Court appearances; call-back; stand-by status; and on-call status. Provides for accrual of Personal Leave Days; Compensatory Time; delineates City observed holidays and outlines holiday pay applicability.	Upon Ratification

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			Specifies applicability of bereavement leave; unpaid personal leave; administrative leave; and military leave.	
7	Art. 12, Sec. 2	Wages	<p>In Year 1 of this agreement: The one bargaining unit member who was at Step 1 shall be moved to the new Step 5, effective October 1, 2021. The one bargaining unit member who was at Step 4 shall be moved to the new Step 8, effective October 1, 2021.</p> <p>The two bargaining unit members being promoted out of the Unit, effective November 15, 2021, shall receive a wage increase effective November 14, 2021.</p> <p>There shall be no step increases. Members at Step 8 shall receive a lump sum \$1,000 longevity payment upon anniversary date.</p> <p>Any Sergeant promoted to Lieutenant on or prior to November 15, 2021 shall be slotted at Step 2 of the new step plan.</p> <p>In Year 2 of this agreement: All bargaining unit members shall move to the corresponding step in the FY 22/23 step pay plan with a new base rate of pay.</p> <p>All bargaining unit members shall advance one step on their anniversary date.</p> <p>Members at Step 8 shall receive a lump sum \$1,000 longevity payment upon anniversary date.</p> <p>In Year 3 of this agreement: All bargaining unit members shall move to the corresponding step in the FY 23/24 step pay plan with a new base rate of pay.</p> <p>All bargaining unit members shall advance one step on their anniversary date.</p>	Upon Ratification

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	Secs. 4 through 8		<p>Members at Step 8 shall receive a lump sum \$1,000 longevity payment upon anniversary date.</p> <p>Outlines calculation of overtime pay. Delineates ancillary pay for assignment to investigative unit; specialty units; assignment to FTO program. Provides for shift differential and incentive pay.</p> <p>Housekeeping: Renumber Section numbers for consistency. Date change to 2024.</p>	
8	Art. 13, Sec. 2	Benefits	<p>Traditional Plan: Year 1 – 11% for single coverage and 18.5% for all other tiers. 0% overall increase to the cost of healthcare coverage. Year 2 – 11% for single coverage and 18.5% for all other tiers. 8% overall increase to the cost of healthcare coverage. Year 3 – 11% for single coverage and 18.5% for all other tiers. 8% overall increase to the cost of healthcare coverage.</p> <p>Basic Plan: Year 1 – 8% for single coverage and 16% for all other tiers. 0% overall increase to the cost of healthcare coverage. Year 2 – 8% for single coverage and 16% for all other tiers. 8% overall increase to the cost of healthcare coverage. Year 3 – 8% for single coverage and 16% for all other tiers. 8% overall increase to the cost of healthcare coverage.</p> <p>Housekeeping: Date change to 2024.</p>	<p>10/1/21</p> <p>10/1/22</p> <p>10/1/23</p>
	Sec. 4		Increase amount of reimbursement for purchase of body armor.	Upon Ratification
	Sec. 11		Inclusion of language in compliance with Florida Statutes.	Upon Ratification

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9	Art. 14, Secs. 6 through 9	Retirement Plans	Housekeeping: Inclusion of ratification date of prior CBA.	Upon Ratification
10	Art. 15, Sec. 1 Sec. 2 Sec. 3 Sec. 4 Sec. 5	Sick Time	Language revision to reflect accrual of sick leave in accordance with non-exempt status per the Fair Labor Standards Act (no longer lump sum accruals provided on anniversary date). Outline requirements for compensation while absent on sick leave. Inclusion of language regarding absences of more than three consecutive shifts. Reservation of the right of the City to have bargaining unit members examined to determine mental and/or physical fitness for duty. Outlines percentage of accrued unused sick leave that a bargaining unit member will be compensated for based upon total years of employment.	Upon Ratification
11	Art. 24	Grievance Procedure	Housekeeping: Date change to reflect current term of CBA (10/1/21 – 9/30/24).	Upon Ratification
12	Art. 28	Other Authorized Leaves-of-Absence	Deletion of Section 2, Compensatory Time – Inapplicable as bargaining unit is no longer exempt pursuant to the Fair Labor Standards Act. Housekeeping: Renumbering of Sections for consistency.	Upon Ratification
13	Art. 29	Labor Management Committee	Inclusion of new Article providing that Police Chief will meet quarterly with representatives of the Association to discuss issues related to employee relations in the administration of the Agreement.	Upon Ratification
14	Art. 30	Duration	Housekeeping: Revised dates to reflect current term of CBA (10/1/21 – 9/30/24). Revised names of authorized signatories to reflect current members of the bargaining team for the City and the Union.	Upon Ratification