

Summary of Changes to Lieutenants CBA 10/1/18 – 9/30/21

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 1	Recognition	Removed reference to PBA and inserted IUPA	Upon Ratification
2	Art. 9, Sec. 2 Sec. 6	Annual Leave	Increased annual leave accrual to a maximum of 360 hours. Increased maximum of payout upon separation to 360 hours.	Upon Ratification
3	Art. 12 Sec. 2 Sec. 2 C	Wages	<p>In Year 1 of this agreement: The six senior members who were in Step 4 shall remain in Step 4 at the new pay rate. The two members who were in Step 1 shall be moved into the new step 2. The member who was promoted on 3/22/19 shall remain in Step 1 at the new pay rate effective on the first full pay period that started on or after his promotion date of 3/22/19. No longevity pay for any member</p> <p>In Year 2 of this agreement: There shall be no Step Increases. Members at Step 4 shall receive a lump sum \$400 longevity payment upon anniversary date.</p> <p>In Year 3 of this agreement: There shall be no Step Increases. Members at Step 4 shall receive a lump sum \$400 longevity payment upon anniversary date.</p> <p>The City shall engage a professional vendor to conduct a class and pay study/survey for the Lieutenant position with the intent that the survey/study shall be completed for use when the parties begin negotiations for a successor agreement to this 2018-2021 Agreement. While the language is specific to Lieutenants it was made clear to this unit that the City will be conducting the pay study/survey on all sworn positions.</p>	Upon Ratification
4	Art. 12 Sec. 4 Sec. 7	Wages – Incentive Pay	<p>Incentive pay for degree program completion changed from lump sum of \$3,000 to a percentage increase of 5%.</p> <p>Housekeeping: date change to 2021</p>	Upon Ratification
5	Art. 13 Sec. 2	Benefits	<p>Codifies that the City's health care coverage is unbundled.</p> <p>Traditional Plan Year One - 9% for single coverage and 17.5% for all other tiers Year Two - 10% for single coverage and 18% for all other tiers Year Three – 11% for single coverage and 18.5% for all other tiers</p> <p>Basic Plan For the term of the agreement - 8% for single coverage and 16% for all other tiers for both years.</p>	<p>Upon Ratification</p> <p>10/1/2018 10/1/2019 10/1/2020</p> <p>Upon Ratification</p>

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6	Art. 13 Sec. 2 Cont. Sec. 2:1 & 2:2 Sec. 5	Benefits	Co-pay information added for Basic Plan Housekeeping: date change to 2021 Deleted existing language and added language pursuant to Florida Statute.	Upon Ratification
7	Art. 14 Sec. 3 Sec. 8 Sec. 9	Retirement Plans	State Insurance Premium Taxes will now be split between the City and the Association. The City will retain all increased amounts as necessary to fund the multiplier of 3.27% any remaining funds will be available to Association for future benefit enhancements. Pension benefit will be based upon the top five years of service. Bargaining unit members who have reached 100% benefit level will have their payroll contributions reduced from 9% to 5% of pensionable wages.	Upon Ratification Upon Ratification Upon Ratification
8	Art. 15 Sec. 1 Sec. 4	Sick Time	Bargaining unit members who have entered the DROP may donate sick time but may not receive it. Eliminated sick time conversion (when an employee did not use sick time in a 12-month period 8 hrs. could have been converted to 8 hrs. of vacation).	Upon Ratification Upon Ratification
9	Art. 20 (NEW)	Off Duty Detail	Off duty details will now be paid through the City's payroll system. Codifies rate to be paid to bargaining unit members per hour \$40 per hour when working as an Officer and \$44 per hour when working as a Supervisor. The hourly rate will be \$50 per hour for regular hours and \$54 per hour working City recognized holidays. Compensation is not considered as pensionable wages and shall not be included when calculating overtime.	5/1/2019
10	Art. 28 Sec. 2	Compensatory Time	Members will receive an additional 32hours of compensatory time commencing on their classification date, for a total of 72 hours of compensatory time for use in that classification year. A maximum of 32 hours of compensatory time may be cashed-out. Any unused compensatory time aside from the maximum 32 hours that may be cashed-out on the day prior to the classification date of the following year shall be forfeited.	10/1/2019
10	Art. 29 Sec. 1,2 & 4	Duration	Housekeeping: date change for respective year	Upon Ratification