

Summary of Changes to Police Sergeants CBA 10/1/24 – 9/30/27

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 8 Sec. 2	Annual Leave	Provide for incremental usage of annual leave in one-half (0.5) hour increments.	Upon Ratification
2	Art. 9 Sec. 3	Days and Hours	Revision to Shift Pick process: Add language providing Bargaining Unit Members with 72 hours advance notice of shift pick. Revise timeframe in which Bargaining Unit Members may make their shift selection from 24 hours to 12 hours. Inclusion of language providing that Bargaining Unit Members will be passed over, and continuously by-passed, unless and until their selection is made if shift pick selection is not made within the initial 12 hours. Inclusion of language providing that the Chief will make a determination on a case-by-case basis regarding participation in shift pick by those Bargaining Unit Members on an extended leave of absence (e.g. FMLA; Medical Leave of Absence; etc.).	Upon Ratification
3	Art. 9 Sec. 6	Days and Hours	Codification of existing practice: Inclusion of language providing that, when a Bargaining Unit Member is required to remain on duty after completion of their assigned shift, they will receive an additional 1 hour of compensation plus all time worked.	Upon Ratification
4	Art. 9 Sec. 12	Days and Hours	Provide for incremental usage of compensatory time in one-half (0.5) hour increments. Inclusion of language that the Chief or designee can grant requests to permit an additional Bargaining Unit Member to be off at one time utilizing comp time.	Upon Ratification
5	Art. 11 Sec. 2	Wages	<p>In Year One of this agreement: All Bargaining Unit Members will move to the corresponding step with a new base rate of pay effective the first full pay period of October 2024.</p> <p>All Bargaining Unit Members will advance one step on the start of the pay period following their anniversary date.</p> <p>No longevity pay shall be paid during the term of the Agreement.</p> <p>In Year Two of this agreement: All Bargaining Unit Members will move to the corresponding step with a new base rate of pay effective the first full pay period of October 2025.</p>	<p>First full pay period of October 2024</p> <p>First full pay period of October 2025</p>

Summary of Changes to Police Sergeants CBA 10/1/24 – 9/30/27

			<p>All Bargaining Unit Members will advance one step on the start of the pay period following their anniversary date.</p> <p>In Year Three of this agreement: All Bargaining Unit Members will move to the corresponding step with a new base rate of pay effective the first full pay period of October 2026.</p> <p>All Bargaining Unit Members will advance one step on the start of the pay period following their anniversary date.</p>	First full pay period of October 2026
6	Art. 11 Sec. 9	Wages	Housekeeping: Eliminate position titles no longer applicable and reference appropriate title.	Upon Ratification
7	Art. 11 Sec. 11	Wages	Codifies that bargaining unit members are not eligible for any increases on or after 10/1/2027 except as re-negotiated	Upon Ratification
8	Art. 12 Sec. 1	Benefits	<p>Traditional Plan: Year 1 – 7% overall increase to the cost of healthcare coverage. Year 2 – Plan design changes; 8% overall increase to the cost of healthcare coverage. Year 3 – 9% overall increase to the cost of healthcare coverage.</p> <p>Basic Plan: Year 1 – 7% overall increase to the cost of healthcare coverage. Year 2 – Plan design changes; 8% overall increase to the cost of healthcare coverage. Year 3 – 9% overall increase to the cost of healthcare coverage.</p>	<p>10/1/24 10/1/25 10/1/26</p> <p>10/1/24 10/1/25 10/1/26</p>
9	Art. 12 Sec. 3	Benefits	Increase reimbursement for bulletproof vests from \$1,050 to \$1,500.	Upon Ratification
10	Art. 12 Sec. 5	Benefits	Increase annual shoe allowance from \$115 to \$185.	Upon Ratification
11	Art. 14 Sec. 1	Sick Time	Provide for incremental usage of sick leave in one-half (0.5) hour increments.	Upon Ratification
12	Art. 14 Sec. 5	Sick Time	<p>Codification of Letter of Understanding: Inclusion of language that donated sick time may only be used for FMLA approved leaves or a Medical Leave of Absence (MLOA).</p> <p>Include language that Bargaining Unit Members who have entered the DROP may donate and now receive donated sick time.</p>	Upon Ratification

Summary of Changes to Police Sergeants CBA 10/1/24 – 9/30/27

13	Art. 15 Sec. 1	Probationary Periods & Performance Evaluations	Inclusion of language regarding extension of the probationary period in specified instances.	Upon Ratification
14	Art. 15 Sec. 2	Probationary Periods & Performance Evaluations	Housekeeping: Add language referencing Appendix E, which is the evaluation form.	Upon Ratification
15	Art. 15 Sec. 7	Probationary Periods & Performance Evaluations	Housekeeping: Add LOU as an additional mechanism to alter the evaluation form.	Upon Ratification
16	Art. 16 Sec. 1	Promotion	Inclusion of language providing that any suspension within the prior two-year period, as of the date of the promotional examination, will result in the Bargaining Unit Member being ineligible to participate in the promotional testing process.	Upon Ratification
17	Art. 16 Sec. 2	Promotion	Revise number of members being eligible to move to Phase II of the promotional process from the top one-third of candidates to the top one-half of candidates. Clarify that Phase I consists of the Written Examination. Clarify that Phase II consists of the Assessment Center. Eliminate Phase III – Career Evaluation.	Upon Ratification
18	Art. 16 Sec. 3	Promotion	Inclusion of Section 3 referencing Veterans Preference. Veterans Preference will be applied during all phases of the promotional process, as provided in Section 295.09, Florida Statutes, as may be amended.	Upon Ratification
19	Art. 16 Sec. 6	Promotion	Housekeeping: Eliminate references to Phase III – Career Evaluation. Revision of language providing for a Rule of Ten (Chief shall select from the top 10 highest ranked candidates for each vacant position). Inclusion of language providing that seniority amongst candidates promoted on the same date will be their seniority date.	Upon Ratification
20	Art. 20 Sec. 1	Layoff and Recall	Inclusion of language providing that Veterans Preference will be applied, as provided in Chapter 295, Florida Statutes, in instances of layoff and recall.	Upon Ratification
21	Art. 22	Off Duty Details	Revise applicable rate for Off Duty Detail assignments to the Officer Step 8 wage rate for regular detail hours worked.	Upon Ratification

Summary of Changes to Police Sergeants CBA 10/1/24 – 9/30/27

			<p>Revise applicable rate for Off Duty Detail assignments to the Officer Step 8 wage rate, plus an additional ten percent (10%), when working as a Supervisor.</p> <p>Revise applicable rate for Off Duty Detail assignments to the Officer Step 8 wage rate, plus an additional ten dollars (\$10.00) per hour when working on a Holiday.</p> <p>Inclusion of language allowing the City and Union to periodically adjust the hourly rate to benefit all parties.</p>	
22	Art. 25 Sec. 2.1	Arbitration Procedure	Housekeeping: Inclusion of clarifying language.	Upon Ratification
23	Art. 25 Sec. 2.3	Arbitration Procedure	Revise language to provide that the arbitrator's award shall be furnished within 45 calendar days of the close of the arbitration hearing.	Upon Ratification
24	Art. 25 Sec. 2.5	Arbitration Procedure	Inclusion of subsection addressing the timing of the Arbitrator's Award and applicable deductions from the Award.	Upon Ratification
25	Art. 25 Sec 2.6	Arbitration Procedure	Inclusion of subsection addressing the applicable burdens of proof.	Upon Ratification
26	Art. 25 Sec 2.7	Arbitration Procedure	Inclusion of subsection adding language regarding when the level of discipline determined by City will be upheld and when the Arbitrator may determine the appropriate level of discipline.	Upon Ratification
27	Art. 25 Sec 2.8	Arbitration Procedure	Inclusion of subsection addressing non-disciplinary just cause and the appropriate level of review by the Arbitrator.	Upon Ratification
28	Art. 26	Savings Clause	Housekeeping: Revise language to provide for adherence to applicable law.	Upon Ratification
29	Art. 27	Service to the Association	Housekeeping: Provide for electronic transmittal of documents to the Union.	
30	Art. 28	Duration	<p>Housekeeping: Revise dates to reflect current term of CBA (10/1/24-9/30/27).</p> <p>Revise names of authorized signatories to reflect current members of the bargaining team for the City and the Union.</p>	Upon Ratification