

Summary of Changes Made to the IUPA Sergeants CBA

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 2, Sec. 1	Non-Discrimination	Include language ensuring non-discrimination based upon gender expression in addition to the protected classes.	Upon Ratification
2	Art. 5, Sec. 2	Association Representation and Activities	Housekeeping: Include appropriate titles for the City's bargaining team.	Upon Ratification
3	Art. 8, Sec. 1	Annual Leave	Eliminate language permitting accrual of annual leave at an accelerated rate.	Upon Ratification
4	Art. 9, Sec. 8	Days and Hours	Revise "on-call" provision to include that, for any portion of an on-call assignment occurring during a City recognized holiday, bargaining unit members in CID, SID, CNT, SWAT, and Traffic will receive 2.5 hours additional regular compensation for such holiday.	11/25/21
5	Art. 11, Sec. 2	Wages	<p>In Year 1 of this agreement: All bargaining unit members will move to the corresponding step with a new base rate of pay effective November 27, 2021, except that any members working November 25th and/or November 26th shall receive holiday pay for days worked based on the new base rate (i.e. retroactive to November 25th for those members working the holiday).</p> <p>All bargaining unit members will advance one step on their anniversary date, except that any member who anniversary date falls between October 1, 2021 and November 24, 2021 will advance one step on November 25, 2021.</p> <p>There will be no longevity in Year 1. No retroactivity shall be provided for Year 1.</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>11/25/21, 11/26/21 or 11/27/21</p> <p>10/1/22</p>

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	Sec. 7 Sec. 8		<p>Members at the top step shall receive a lump sum \$2,400 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> <p>Members at the top step shall receive a lump sum \$2,400 longevity payment upon anniversary date.</p> <p>Delineates ancillary pay for assignment as Evidence Sergeant.</p> <p>Housekeeping: Revise language to reflect assignment as "Shift Lieutenant" based upon revisions to the Lieutenant Contract. Date change to 2024.</p>	<p>10/1/23</p> <p>11/25/21</p> <p>Upon Ratification</p>
6	Art. 12, Sec. 1	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>10/1/21</p> <p>10/1/22</p> <p>10/1/23</p> <p>10/1/21</p> <p>10/1/22</p> <p>10/1/23</p>

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	Sec. 2.1 & 2.2		Housekeeping: Date change to 2024.	Upon Ratification
	Sec. 3		Increase amount of reimbursement for purchase of body armor.	Upon Ratification
	Sec. 10		Inclusion of language in compliance with Florida Statutes.	Upon Ratification
7	Art. 13	Retirement Plans	Housekeeping: Inclusion of ratification date of prior CBA.	Upon Ratification
8	Art. 14, Sec. 5	Sick Time	Eliminate language permitting accrual of annual leave at an accelerated rate.	Upon Ratification
9	Art. 16, Sec. 2	Promotion	Housekeeping: Provide clarification related to awarding of Veterans' Preference Points and Education Points to reflect the intent of the parties.	Upon Ratification
10	Art. 28	Duration	Housekeeping: Revise dates to reflect current term of CBA (10/1/21-9/30/24).	
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