CITY OF STUART
SUMMARY OF AMENDED ARTICLES
PBA NEGOTIATIONS SUMMARY
EXHIBIT 'A'

Pursuant to Florida Statute, Chapter 447, the City of Stuart, Florida and the Palm Beach County Police Benevolent Association, Inc. (PBA), commenced collective bargaining on April 12, 2018. Negotiations concluded on November 6, 2018, and members of the PBA ratified the Agreement on November 28, 2018.

1. 3-year Agreement (10/1/18 – 9/30/21)

2. Article 7 (PBA Business Representatives and Union Business Bank)

    a) Establishes a Union Business Bank (UBB) with member contributions.

    b) Updates language to allow a maximum of two (2) employees to serve as PBA Representatives.

3. Article 9 (Reduction in Force) – increases the required time for the City to notify the Union of potential consolidation from 30 days to 90 days.

4. Article 13 (Holidays)

    a) Adjusts the recognized holidays from three named days to five named days, retains the five optional holidays, and eliminates the birthday day.

    b) Eliminates option for annual named-holiday lump-sum payout request.

    c) Directs non-essential personnel to take named holidays off, unless instructed otherwise.

    d) Employees who work on a recognized holiday will be paid time and one half, in addition to holiday pay (change from receiving time and one half only).

5. Article 14 (Paid Time Off) – removes the requirement to take 40 hours off before requesting a PTO buydown.

6. Article 16 (Acting in Higher Capacity) – begins the AIHC at "minute one" of the assignment, vs paying the AIHC at the 40-hour mark.

7. Article 17 (Court Attendance) – language clarification and clean-up.

8. Article 19 (Bereavement)

    a) Narrows the definition of "family member."

    b) Allows one (1) shift of bereavement leave in the event of the death of a relative not included in the list (aligns with City policy).

    c) Reduces leave absence from five (5) consecutive shifts, which can create a two-week absence, to seven (7) calendar days.

9. Article 20 (Uniform Allowance)

   a) Increases boot allowance from $125.00 per year to $200.00, taking into account the rising cost of boots; allowance is granted in the form of a taxable gift card.

   b) Increases clothing allowance for detectives and sworn professional standards personnel from $650.00 to $750.00, recognizing increasing costs of such wear; allowance is granted in the form of a taxable gift card.

   c) Gift cards to be issued in the first full paycycle in October.

10. Article 21 (Disability / Line of Duty Injury Pay) – language clean-up.

11. Article 23 (General Provisions) – adds Section 5, authorizing the Union to enter into MOUs with the City, without the need to seek ratification from the membership.

12. Article 25 (Overtime and Compensatory Time)

   a) Describes the request and approval process of compensatory time, mirroring language in the Fair Labor Standards Act.

   b) Removes the word "Vacation" and replaces with "PTO" and "SVPTO."

   c) Increases midnight shift pay from $50.00 per payperiod to $65.00 per payperiod.

13. Article 28 (Rate of Pay – Career Progression)

   a) Grants $1,000 one-time add to base to all employees, effective October 1, 2018.

   b) Grants 3% to all PBA employees effective October 1, 2018, up to the max of the range (lump granted for any excess), or $1,000 one-time lump sum if already over the max of the range; freezes 3% merit pay until October 1, 2019, at which time merit increases (or lump sum of $1,000 if maxed out of range) will apply on the employee's anniversary date.

   c) Directs negotiations of salary ranges during first-year reopeners.

   d) Freezes all employees currently over the max of their assigned pay range ("red-line") after the application of a) above.

   e) Prohibits any employee from exceeding the maximum of the salary range.

   f) Redesigns the career progression program from "points" to "hours," yet leaving the original concept of the program intact (years of service in rank prior to promotion, etc.) and further articulates educational requirements.

   g) Allows incremental increases of 1.25% beginning October 1, 2019 toward the 5% promotional increase identified in the Career Progression Program. Said incremental increases are granted once educational components are met each year.

   h) Requires "Exceeds Expectations" ratings in 2 of 5 leadership categories on the annual performance evaluation in order to promote to Master Police Officer II, among other requirements.

i) Online courses are acknowledged as part of the Career Progression Program, allowing courses requiring hour-for-hour attendance to be counted hour-for-hour; other online courses at an employee's own pace are counted at 2 ½ hours.

j) Permits promotion to the next rank if otherwise qualified but sans a particular course that has been denied by Management due to shift shortages; in such a situation, the employee has one year to take the course.

k) Provides hours of credit toward required elements of the Career Progression Program for Associate, Bachelors, or Master's Degrees as part of the required hours to promote; also permits hours of credit for a specific list of items (EMT, FTO, SRT Member, etc).

l) Increases K-9 handler pay from $17.00 to $25.00 (once per day when off-shift; specifics are articulated in the Article).

m) Removes former table of "points" and replaces with a table of "hours" to match updated language throughout.

n) Addresses merit pay effective October 1, 2019, permitting employees to receive said increase with a "Meets Expectations" or greater on the annual performance evaluation; employees may be taken to the max of the range with any overage paid in a one-time lump sum; employees already at or over the max of the range will receive a one-time lump sum of $1,000.

o) Introduces Appendix A (removes the current Appendix A), outlining where each employee is in rank at the time of ratification.

14. Article 29 (Educational Benefits) – edits Section 5, removing outdated language and mirroring City Tuition Reimbursement Program.

15. Article 33 (Evaluations)

a) Retains the current evaluation in paper form, but allows for a full electronic version effective October 1, 2019.

b) Addresses the categories of the evaluation to include specific attributes; adds goals, comment sections, and more.

c) Introduces co-planners to the process (in the event an employee works for multiple supervisors, each must have a role in completing the evaluation).

16. Article 34 (VEBA Plan) – new section; parties agree to evaluate the introduction of a Voluntary Employees' Beneficiary Association trust program (funded by employee contributions).

17. Article 35 – new Signature Page (formerly Article 34).

18. Introduces Appendix A (Employee Slotting FY19)

All other Articles "status quo."