CITY OF STUART
SUMMARY OF AMENDED ARTICLE
EXHIBIT 'A'

TITLE: PBA COLLECTIVE BARGAINING AGREEMENT
Contract re-openers effective October 1, 2019 – September 30, 2021

Pursuant to Florida Statute, Chapter 447, the City of Stuart, Florida and the Palm Beach County Police Benevolent Association, Inc. commenced contract negotiations of their Collective Bargaining Agreement on May 10, 2019. Negotiations concluded on October 7, 2019, and members of the PBA ratified the Agreement on October 25, 2019. A summary follows.

Article 28 (Rate of Pay – Career Progression):

- "Probationary Officer in Training" removed in favor of only one "Probationary Officer" classification
- Pay ranges adjusted for bargaining unit classifications to align with market comparables
    - Range maximums adjusted for all classifications except "Probationary Officer"
    - Range minimums adjusted only for Sergeant and Master Sergeant
- Language added to prohibit exceeding the maximum of a pay range
- Number of education hours required in each rank to promote reduced
- Number of years required in each rank to promote reduced
- Performance expectations for Master Officer I, Master Officer II, Sergeant, and Master Sergeant further articulated for pre and post-promotion opportunities
- Participation as a Big Brother or Big Sister in the "Bigs in Blue Program" added to the career progression program as an approved activity to earn hours toward promotion
- Table A within Article 28 edited to embrace the reduction in hours and years required to promote, resulting in changes to the incremental promotional increases effective October 1, 2019.

~End