

Tallahassee PD Contract Comparison 2020 - 2023

Below is a summary of the negotiated contract between the COT and PBA for the 2020 – 2023 CBAs.

Items Gained:

1. Article 5 – Grievance – We gained the ability to file grievances anonymously.
2. Article 6 – Hours of Work
 - a. 6.5 – Special Events – events listed in the contract will be paid at the guaranteed overtime rate regardless of the number of hours worked in the pay period.
 - b. 6.9 - Establishment of Shift Differential - \$0.25 per hour for evening shift and \$0.50 per hour for night shift.
3. Article 8 – Personal Leave
 - a. 8.4 – Personal Day Granted – one personal day in year one and two personal days in years two and three.
 - b. 8.5 – Parental Leave – members are eligible for 240 hours of free parental leave for a birth or adoption in accordance with City policy.
4. Article 11 – Wages and Pension
 - a. Wage Increases
 - i. Year one – No step, Zero ATB
 - ii. Year two – either a step or a 3% increase, whichever is greater.
 - iii. Year three – either a step or a 3% increase, whichever is greater.
 - iv. Everyone gets at least 3% regardless of where your pay is currently.
 - b. Run/Walk for the Money – pensionable money
 - i. Year one – amounts remain the same.
 - ii. Year two – amounts increase by 50%.
 - iii. Year three – amounts double.
 - c. Cash Supplement/Flex Bucks
 - i. Year one – zero
 - ii. Year two - \$625
 - iii. Year three - \$750
 - d. 55 COLA was bought by the City for members with a start date from 2001 to 2004.
 - e. Death benefit language was added that says the City will cover 100% of the member's pension if they are killed in the line of duty, effective January 1, 2000.
5. Article 12 – Allowances – Clothing allowance – first year \$550, \$725 for year two and \$900 for year three.
6. Article 17 – Probationary Periods – requires the City to provide written documentation to the member if the member's probation is to be extended with a performance improvement plan.
7. Article 18 – Performance Evals – Requires the statements in an evaluation or PIP that are deemed incorrect, as confirmed at the conclusion of the appeals process, to be removed from the final record.

8. Article 21 – Corrective Action
 - a. Specifies that corrective action reports must be removed from the member's file within one, two or three years from the date the corrective action was issued if no further infractions occur of a similar type.
 - b. Outlines that for the purposes of progressive discipline, the date(s) of the previous infraction(s) shall be used to determine the pending discipline.
9. Article 22 – Internal Investigations – reworded that all investigations shall be completed with the new Chapter 112, Part VI, Florida Statutes.
10. Article 23 – Personnel Reduction – stops the City from laying off members in time limited position and shifts the layoffs to be done on seniority.
11. Article 24 – Residency Requirements – Increased the residency to 50 miles, to include Georgia.
12. Article 31 – Take Home Vehicles – Increases range to 50 miles to include Georgia.

Neutral Items:

1. Article 1 – Recognition – Inserts the term detective with investigator.
2. Article 3 – Non-Discrimination - Change in the language regarding race, color, etc.
3. Article 4 – Consultation – COT and PBA can mutually agree to waive the once per quarter meeting.
4. Article 13 – Use of Personal Cars – Language change regarding Florida Public Safety Institute.
5. Article 14 – Physical Fitness – A physical fitness plan was established for new hires (after October 1, 2020). Please review article 14.
6. Article 20 – Secondary Employment
 - a. Allows the Secondary Employment policy to coincide with City policy.
 - b. Allows for the PBA to consult with the City on proposed policy changes.
7. Article 25 – Health and Safety – makes language compliant with DOT regulations.
8. Article 36 – Duration - Date change only

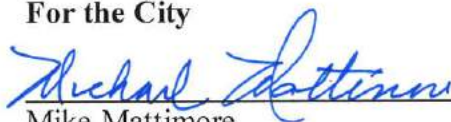
Items Given to COT:

1. Article 19 – New promotional process – please review article 19. This process cannot begin before August 7, 2021.

AGREEMENT

THIS AGREEMENT, entered into this 1 day of October, ~~2017~~ 2020, between the **CITY OF TALLAHASSEE** (hereinafter referred to as the “City” or the “Employer”) and the **BIG BEND CHAPTER OF THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.**, (hereinafter referred to as the “PBA” or the “Association”) and their successors and assigns:

For the City



Mike Mattimore
City's Chief Labor Negotiator

February 5, 2020
Date

For PBA



George J. Corwine
FLPBA Chief Negotiator

Feb 5, 2020
Date

ARTICLE 1
RECOGNITION

- 1
2
3
4 **1.1** The City hereby recognizes the Big Bend Chapter of the Florida Police Benevolent
5 Association, Inc., as the exclusive representative for the purposes of collective bargaining
6 with respect to wages, hours, and terms and conditions of employment for all employees
7 in the bargaining unit.
8
9 **1.2** The bargaining unit for which this recognition is accorded is as defined in the Certification
10 issued by the Florida Public Employees Relations Commission on December 30, 1981
11 (Case No. RC-81-056) and includes all sworn police officers in the Tallahassee Police
12 Department with the rank of Sergeant and Lieutenant and specifically excludes all other
13 employees both sworn and unsworn, in the Police Department, managerial employees,
14 confidential employees, and all other employees of the City of Tallahassee.
15

For the City


Mike Mattimore
City's Chief Labor Negotiator

February 5, 2020
Date

For PBA


George J. Corwine
FLPBA Chief Negotiator

Feb 5, 2020
Date

2/5/2020

Sergeants and Lieutenants

ARTICLE 3 NO DISCRIMINATION/HARASSMENT AND RETALIATION

- 3.1 The City agrees to continue its policy of not discriminating against any employee on the basis of race, color, gender, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, genetic information, religion, national origin, union membership or any other characteristic protected by law, including, but not limited to, claims made pursuant to Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Florida Civil Rights Act or any other similar laws, rules or regulations. Any claim of discrimination by an employee against the City, its officials, or representatives may be grieved under the provisions of Article 5 – Grievance Procedure, or the grievance procedure contained in City Personnel Rules and Regulations.
- 3.2 The Association shall not interfere with the right of employees covered by this Agreement to become or refrain from becoming members of the Association, and the Association shall not discriminate against any such employees because of membership or non-membership in any employee organization.
- 3.3 All references in this Agreement to employees of the male gender are used for convenience only and shall be construed to include both male and female employees.
- 3.4 The Association and the City agree to support the principles of equal opportunity and promotion as prescribed by applicable state statutes and federal codes. The parties agree that intimidating, hostile or offensive language or conduct, based on a person's race, color, gender, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, genetic information, religion, national origin or any other characteristic protected by law is unacceptable in the workplace.
- 3.5 Further, the Association and the City agree to not tolerate any form of retaliation directed against an employee or other person who complains about such harassment or discrimination or who participates in any investigation concerning discrimination or harassment.


Chief Negotiator
City of Tallahassee

Chief Negotiator
Big Bend Chapter, Florida PBA, Inc.

February 5, 2020
Date:

Feb 5, 2020
Date:

2/5/2020

Sergeants and Lieutenants

ARTICLE 4 CONSULTATION

- 4.1 The Chief of the Police Department and/or his designated representatives (up to a total of five [5]) shall meet and consult on an as needed basis but at least once per quarter, unless mutually waived by the parties, with five (5) representatives designated by the President of the Association on City law enforcement activities, on any matters which are not covered by this Agreement, and on questions relating to the implementation of this Agreement.
- 4.2 Each party shall submit an agenda to the other party at least seven (7) calendar days prior to each meeting date, and only agenda items will be discussed at the meeting; except with the mutual agreement of the parties, other items not on the agenda may be discussed.
- 4.3 It is understood that these meetings shall not be used for negotiation purposes.
- 4.4 Members of the bargaining unit who serve as Association representatives shall be excused without loss of pay for consultation purposes. Attendance at the consultation meetings outside of regular working hours shall not be deemed time worked.



Chief Negotiator
City of Tallahassee



Chief Negotiator
Big Bend Chapter, Florida PBA, Inc.

February 5, 2020

Date:

Feb 5, 2020

Date:

ARTICLE 5
GRIEVANCE PROCEDURE

5.1 It is the policy of the City to encourage discussion on an informal basis between a supervisor and an employee of an employee complaint. Such discussion should be held with a view to reaching an understanding which will resolve the matter in a manner satisfactory to the employee, without need for recourse to the formal grievance procedure. An employee's complaint should be presented and handled promptly and should be resolved at the lowest level of supervision consistent with the authority of the supervisor.

5.2 Definitions

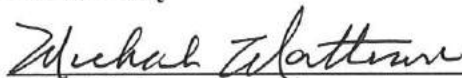
(1) A "grievance" is defined as a dispute involving the interpretation or application of the provisions of this Agreement, except as exclusions are noted in other Articles of this Agreement.

If an employee has a grievance under this Collective Bargaining Agreement, the grievance must be filed under the provisions of this article of the Collective Bargaining Agreement only. Performance evaluations are not subject to the grievance procedure provided for in this article, but shall be subject to the performance evaluation appeal procedure outlined in Article 18 – Performance Evaluations and Conditional Status.

(2) As used in this Article, the term "employee" shall mean also a group of employees having the same grievance. In such event, one (1) employee shall be designated by the group to act as spokesperson and be responsible for processing the grievance.

A dispute involving the interpretation or application of a provision of this Agreement which gives a right to the Association as an employee organization may be presented by the Association as a grievance. Such grievance shall be initiated at Step 2 of this procedure, in accordance with the provisions set forth therein, within fifteen (15) days of the first occurrence of the event giving rise to the grievance.

For the City



Mike Mattimore
City's Chief Labor Negotiator

2/19/2020

Date

For PBA



George J. Corwine
Chief Negotiator

Feb 19, 2020

Date

Nothing in this Article or elsewhere in this Agreement shall be construed to permit the Association to process a grievance:

(a) on behalf of any employee without his consent. An employee may consent to the Association filing a grievance on their behalf, while remaining anonymous; while understanding the ability to resolve the grievance may be terminally impeded unless their identity can be known, or

(b) with respect to any matter which is the subject of a grievance, appeal, administrative action before a governmental board or agency, or court proceeding, brought by an individual employee or group of employees, or by the Association.

(3) The term "days" as used in this Article shall mean Monday through Friday, excluding any day observed as a holiday pursuant to Article 7 of this Agreement.

(4) Where any provision of this Agreement involves responsibility on the part of the Association which, in the view of the City, is not being properly carried out, the City may present the issue to the Association as a grievance. If such grievance cannot be resolved by discussion between the City and the Association on an informal basis, the grievance shall be initiated at Step 2 of this procedure by the Director-Human Resources and Workforce Development and submitted in writing to the President of the Association. If not resolved within twenty (20) days following receipt by the Association of the written grievance, the City may submit the grievance to arbitration under the provisions of Section 5.4 (3) below.

5.3 Representation


(1) Where Association representation is requested by the employee and the Association agrees to represent the employee, the employee's representative shall be a PBA Grievance Representative. Where

For the City


Mike Mattimore
City's Chief Labor Negotiator

2/19/2020
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For PBA


George J. Corwine
Chief Negotiator

Feb 19, 2020
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Association representation is not requested by the employee or the Association declines to represent the employee, the employee's representative shall be any ~~bargaining unit member~~ person of their choice. Representation by legal counsel is permissible at all steps; however, the grievant is required at the time of grievance submittal to advise the City of legal representation. If the employee is not a member of the union, it is the employee's responsibility to obtain a PBA representative, if desired.

- (2) The Association shall furnish to the City and keep up-to-date a list of employees and staff members authorized to act as PBA Grievance Representatives. Any employee who is designated as an Association Grievance Representative must be an employee in the bargaining unit.

5.4 Procedures

Grievances shall be presented and adjusted in the following manner:

(1) Step 1-Department Level

An employee having a grievance may, within the fifteen (15) days following the first occurrence giving rise to the grievance, submit the grievance in writing to the Police Chief in accordance with 5.6(3) setting forth specifically the complete facts on which the grievance is based, the specific provision or provisions of the Agreement allegedly violated, and the relief requested. The Chief or his designee and the Bureau Commander shall have a meeting with the employee, accompanied by his representative if the employee so desires, to discuss the grievance. The Chief or his designee shall communicate a decision in writing to the employee and to the representative, if any, within fifteen (15) days following receipt of the written grievance. This is the final step in an oral reprimand. The grievance shall not proceed to Step 2 until deemed to be unresolved at Step 1 upon receipt of the written decision, expiration of the fifteen (15) day response period, or a mutually agreed upon extension has been exhausted.

(2) Step 2-City Level

If the grievance is not resolved at Step 1, the employee may submit the grievance in writing to the City Manager in accordance with 5.6(3) within fifteen (15) days

For the City


Mike Mattimore
City's Chief Labor Negotiator

2/19/2020
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For PBA


George J. Corwine
Chief Negotiator

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after receipt of the decision at Step 1. The City Manager or his designee may have a meeting with the employee, accompanied by his representative if the employee so desires, to discuss the grievance. The City Manager or his designee shall communicate a decision in writing to the employee and to the representative, if any, within twenty (20) days following receipt of the written grievance. This is the final step in a dismissal hearing for an employee serving a probationary period, and it is the final step in a written reprimand.

(3) Step 3-Arbitration

If the grievance is not settled in accordance with the foregoing procedure, the employee or the Association, or the City as the case may be, may request arbitration by delivering written notice of intent to appeal to the other party no later than fifteen (15) days after receipt of the decision at Step 2 with a written statement of the specific provision(s) of this Agreement at issue. If the grievance is not appealed to arbitration within said fifteen (15) days, the City Manager's Step 2 answer shall be final and binding upon the aggrieved employee or the Association, as the case may be.

Within fifteen (15) days after receipt of the appeal to arbitration the parties shall jointly request the Federal Mediation and Conciliation Service, the sole function of that body being to assist in the selection of the arbitrator, to furnish a panel of seven (7) impartial arbitrators particularly skilled in matters involving local government employee relations. Both the City and the Association shall have the right to strike three (3) names from the panel. Within five (5) days after receipt of the list, the parties shall meet and alternatively cross out names on the list. Lot chance shall determine who shall cross out first.

Where there is a threshold issue regarding arbitrability, it is understood that in such cases the Request for Arbitration form shall be accompanied by a special request to the Federal Mediation and Conciliation Service for a panel of only three arbitrators who would be available for an expedited arbitration hearing on only the arbitrability issue. Another arbitrator shall be selected to hear the case on its merits. The hearing on this issue shall be limited to not more than one (1) day, and the arbitrator shall be required to make a bench decision on the issue before the hearing is closed. The party losing the arbitrability issue shall pay the fees and expenses of the expedited arbitration.

For the City


Mike Mattimore
City's Chief Labor Negotiator

2/19/2020
Date

For PBA


George J. Corwine
Chief Negotiator

Feb 19, 2020
Date

The arbitrator shall issue his decision not later than thirty (30) days from the date of the closing of the hearings or the submission of briefs, whichever is later. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issue(s) submitted and the appropriate remedy, if any. The arbitrator shall limit his decision strictly to the application and interpretation of the specific provisions of this Agreement, and he shall be without power or authority to make any decisions:

(a) contrary to, or inconsistent with, adding to, subtracting from, or modifying, altering or ignoring in any way, the terms of this Agreement or of applicable law or rules or regulations having the force and effect of law;

(b) limiting or interfering in any way with the powers, duties and responsibilities of the City under applicable law and the City Charter.

The decision of the arbitrator, if made in accordance with his jurisdiction and authority under this Agreement, shall be final and binding on the City, the Association, and the employees in the bargaining unit.

In reaching his decision in all cases, the arbitrator shall utilize a preponderance of the evidence standard of proof.

The arbitrator may fashion an appropriate remedy where he finds a violation of this Agreement, but no liability, monetary or otherwise shall accrue against the City, or the Association in cases arising under Section 5.2 (4) of this Article, prior to the date of the event which gave rise to the grievance. With respect to grievances involving transfer, demotion, suspension or termination of employment, the arbitrator shall not modify the City's disciplinary action unless he finds the City's action to be arbitrary or capricious. However, this shall not eliminate the proper cause provision contained in Article 21.

The fees and expenses of the arbitrator and the cost of a transcript (where both parties agree that a transcript is necessary or where a transcript is requested by the arbitrator) shall be borne by the losing party as determined by the arbitrator. In the event of a compromise award, the arbitrator's fee, expenses, and transcript cost, if any, shall be divided equally by the parties to the arbitration. Each party shall be responsible for compensating and paying the expenses of its own

For the City

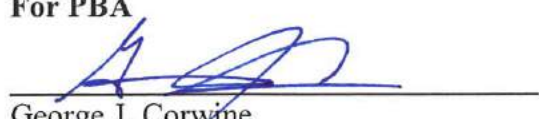


Mike Mattimore
City's Chief Labor Negotiator

Date

2/19/2020

For PBA



George J. Corwine
Chief Negotiator

Date

Feb 19, 2020

representatives and witnesses, except that the employee filing the grievance and a PBA Grievance Representative shall be excused without loss of pay if the arbitration hearing is held during their regular working hours.

5.5 Time Limits

(1) Failure to initiate a grievance within the time limit in Section 5.4 above, shall be deemed a waiver of the grievance. Failure at any step of this procedure to submit a grievance to the next step within the specified time limit shall be deemed to be acceptance of the decision at that step. However, vacation time shall not be counted in determining time limits which apply to either party.

(2) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the employee, or the Association where appropriate, to proceed to the next allowable step. If Step 2 or Step 3 is the last step of the procedure which is available to the grievant, then a response by the appropriate reviewing authority will be provided.

(3) The number of days indicated at each step should be considered as a maximum, and every effort should be made to expedite the process. However, the time limits specified in any step of this procedure may be extended, in any specific instance, by mutual agreement.

5.6 General Provisions

(1) If a grievance arises from the action of the Police Chief, the grievance shall be initiated at Step 1. If a grievance arises from the action of an official higher than the Police Chief, the grievance shall be initiated at Step 2.

(2) The written submission of a grievance to Steps 1 and 2 shall include a copy of the grievance form submitted at all the formal steps and the written decisions at each preceding step of the grievance procedure.

(3) Grievances shall be filed by hand delivery, delivered to Employee Resources during normal business hours (8:00 a.m. – 4:00 p.m.) or by electronic mail sent to an account dedicated for receipt of grievances. Responses may be delivered by hand delivery or by electronic mail to the employee and the employee's representative.

For the City


Mike Mattimore
City's Chief Labor Negotiator

2/19/2020
Date

For PBA


George J. Corwine
Chief Negotiator

Feb 19, 2020
Date

(4) There shall be no reprisals against any of the participants in the procedures contained herein by reason of such participation.

(5) If a grievance meeting is held during the working hours of any required participant, such participant shall be excused without loss of pay for that purpose. Attendance at grievance meetings outside of regular working hours shall not be deemed time worked.

(6) The filing or pendency of any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the City to take the action complained of, subject however to the final disposition of the grievance.

For the City

For the City
Michael Dalton

Mike Mattimore
City's Chief Labor Negotiator

Date 2/19/2020

For PBA



George J. Corwine
Chief Negotiator

Date Feb 19, 2020

ARTICLE 6
HOURS OF WORK AND OVERTIME

6.1 Workweek

The normal workweek shall consist of forty (40) hours of actual working time. Actual working time shall include pre-approved personal leave under the following conditions:

(1) Before the beginning of the workweek and before the employee is scheduled to work any extra hours during the forthcoming workweek, the employee requests and is authorized to take personal leave during the forthcoming workweek, in accordance with the department's established procedure, and

(2) During the same workweek for which personal leave has been approved as described above, the employee is subsequently required to work extra hours on a scheduled workday and/or works on a regularly scheduled day off. For the purpose of this provision, extra hours are defined as time worked beyond the employee's normal work schedule for the day or working on a regularly scheduled day off.

Time off for non-pre-approved personal leave, sick leave, compensatory leave, military leave, administrative leave, and leaves without pay and suspensions shall not count as actual working time.


6.2 Overtime

All work in excess of the normal workweek which has been authorized by supervisory personnel shall be overtime and shall be compensated as follows:

(1) Payment at time and one-half (1 ½) the employee's regular rate of pay when the number of hours actually worked during the workweek is at least forty (40), and payment at the employee's straight time base rate of pay when the number of hours actually worked during the workweek is less than forty (40); or

(2) During the term of this Agreement, at the employee's option, compensatory leave equal to one and one-half (1 ½) times the number of overtime hours worked

For the City


Mike Mattimore
City's Chief Labor Negotiator

August 25, 2020
Date

For PBA


George J. Corwine
Chief Negotiator

Aug 25, 2020
Date

when the hours actually worked during the workweek are at least forty (40), and compensatory leave equal to the number of overtime hours worked when the hours actually worked during the workweek are less than forty (40) will be granted in lieu of payment. The amount of compensatory leave accrued shall not exceed eighty (80) hours. All overtime hours which would result in a compensatory leave balance in excess of eighty (80) hours must be paid according to the provisions of Section 6.2 (1) above.

Compensatory leave must be depleted before any vacation leave is granted, unless the employee will lose vacation leave due to the vacation leave carryover rule.

Upon separation, employees will be paid for all unused compensatory leave.

6.3 Call Back

(1) "Call back" is defined as requiring an employee to return to his work-station while on on-call status or for non-scheduled overtime assignments. Call back shall not include a return to work for reasons attributable to the employee (i.e., completion of reports, etc.).

(2) If an employee is called back to work as defined in Section 6.3 (1) above, he shall be paid for all time worked but not less than two (2) hours at a rate of time and one-half (1 ½) his regular rate of pay. Each call back shall be a two (2) hour minimum.

(3) Required court attendance that is continuous with the beginning or end of a regular shift shall mean any required court attendance that begins fifteen (15) minutes from the beginning or thirty (30) minutes from the end of the regular shift, in which case the employee is paid from the end or up to the beginning of his regular shift. Other required court attendance that falls outside these parameters would be treated as call back.

(4) Call back shall not count as hours worked for the purpose of computing overtime pay.

6.4 On-Call

For the City



Mike Mattimore

City's Chief Labor Negotiator

August 25, 2020
Date

For PBA



George J. Corwine

Chief Negotiator

Aug 25, 2020
Date

(1) "On-call" is defined as that time, outside the normal working hours of the employee concerned, when the employee is otherwise considered to be off duty, but has previously been ordered by the Police Chief or his designee to be available to promptly return to work if called.

(2) An employee on call is required to leave a telephone number where he can be reached or carry a pager (even if that means the employee must remain within a reasonable call-back radius).

(3) In the event that an employee is required to be on call as defined in paragraph 6.4 (1) above, he shall be paid on the following basis:

<u>Day</u>	<u>Amount</u>
Weekday	1 hour
Saturday or Sunday	2 hours
Observed Holiday	2 hours

(4) On-call status shall not apply to the Crisis Intervention and Special Response teams. On-call status shall apply to the TAC Team only when TAC Team members are officially notified and placed in on-call status by the TAC Team leader.

6.5 Special Event Assignments

(1) Special events are generally defined as events which require pre-planning and coordination of personnel and other resources. All Special Event assignments shall be paid at the member's overtime rate regardless of the number of hours worked in the pay period (guaranteed overtime rate of pay). Examples would include, but are not limited to, football games, parades, demonstrations, charity events (walk-a-thons), Springtime Tallahassee, Fourth of July, Winter Festival, etc.

For the City



Mike Mattimore

City's Chief Labor Negotiator

August 25, 2020

Date

For PBA



George J. Corwine

Chief Negotiator

Aug 25, 2020

Date

1. Special Event Assignments are defined as:

- a. All college football games
- b. Celebrate America (4th of July event)
- c. Spring Time Tallahassee
- d. Winter Fest Parade
- e. Veteran's Day Parade
- f. FAMU Homecoming Parade

(2) Employees who are required to work overtime to cover special events shall be given at least fourteen (14) calendar days' notice of such assignments except in cases of emergency or when the City does not have at least seventeen (17) calendar days' prior notice of such events. Any violation of this notice requirement shall be grievable under the provisions of Article 5 – Grievance Procedure, but shall not be grievable under the City's grievance procedure. In the event the grievance is resolved in favor of the employee, the disputed hours will be counted as working time for the purpose of computing overtime during the pay period in which the violation occurred.

6.6 Working Out of Classification

An employee covered by this Agreement who is required by management to work in an "acting" capacity in a higher classification for a period of more than two (2) weeks shall be paid a differential of five percent (5%) over his base rate of pay starting with the first day so worked.

6.7 K-9 Officers

Police officers assigned to the K-9 unit will be permitted six (6) hours per week from their work schedule to care for and groom their dogs. The training for the handlers of K-9 dogs will take place during duty hours. The City will provide spraying for fleas in the officers' homes once a month year-round. The City will provide carpet cleaning in the officers' homes twice a year.

6.8 Shift Realignment

For the City



Mike Mattimore
City's Chief Labor Negotiator

August 25, 2020
Date

For PBA



George J. Corwine
Chief Negotiator

Aug 25, 2020
Date

Every effort will be made to provide employees with as much advance notice as possible prior to shift realignments. Except in cases of emergency or when changes must be made to accommodate employee requests, the shift realignment schedule shall be posted at least fourteen (14) calendar days in advance of the realignment.

6.9 Shift Differential

1. When a bargaining unit member's shift begins between the hours of 1200 hours to 1700 hours, the member will be compensated for an additional twenty-five cents (\$0.25) per hour for all hours recorded for that shift.

2. When a bargaining unit member's shift begins between the hours of 1700 hours to 0500 hours, the member will be compensated for an additional fifty cents (\$0.50) per hour for all hours recorded for that shift.

3. Special Event Assignments are exempt from these provisions in this section.

For the City



Mike Mattimore
City's Chief Labor Negotiator

August 25, 2020
Date

For PBA



George J. Corwine
Chief Negotiator

Aug 25, 2020
Date