

**ARTICLE 8
PERSONAL LEAVE**

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8.1 Personal Leave Accrual

Employees in the bargaining unit shall accrue personal time on the following basis:

<u>Continuous Service Months</u>	<u>Hours/Minutes Weekly</u>
Completion of 0 - 60 Months (0-5 Years)	1:51
Completion of 61 - 120 Months (5-10 Years)	2:19
Completion of 121 - 180 Months (10-20 Years)	2:46
Completion of 181 Months (Over 20 Years)	3:14

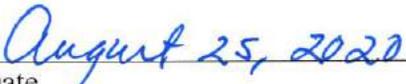
8.2 Accrued personal leave may not be carried over in excess of two hundred sixty-four (264) hours. As of the end of the calendar year (December 31), accrued personal leave in excess of two hundred sixty-four (264) hours shall be reduced to no more than two hundred sixty-four (264) hours for any individual employee.

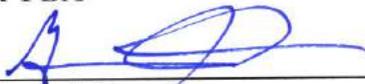
8.3 Use of Personal Leave

An employee will be entitled to use accrued personal leave after having completed at least six (6) months of service.
Employees should make requests for the use of personal leave via the department's timekeeping system. Since personal leave is generally granted on a "first come, first served" basis, the request should be made as early as possible, but at least forty-eight (48) hours in advance of the date personal leave is scheduled to be taken. The scheduling of personal leave is subject to the approval of the immediate supervisor, but subject to review and possible disapproval by the Bureau Commander or designee. Review by the Bureau Commander or designee should occur within forty-eight (48) hours of the request.
In cases where forty-eight (48) hours' notice is not possible, the immediate supervisor should obtain confirming or disapproving action as quickly as possible from the Bureau Commander or designee within eight (8) hours of the request.

For the City

Mike Mattimore
City's Chief Labor Negotiator


Date

For PBA

George J. Corwine
Chief Negotiator


Date

33 8.4 Personal Day Granted

34
35 Each member covered by this agreement will be granted the following number of
36 personal leave days for each calendar year:

37
38 Personal Days Granted

39

<u>Effective Date</u>	<u>January 01, 2021</u>	<u>January 01, 2022</u>	<u>January 01, 2023</u>
<u>Number of days granted</u>	<u>One (1) eight (8) hour personal day</u>	<u>Two (2) eight (8) hour personal days</u>	<u>Two (2) eight (8) hour personal days</u>

40
41
42 The following conditions apply:

- 43
44 a. Personal day(s) are granted the first Saturday after a date of hire
45 subsequent to January 1 of 2022-2021 and each January 1 thereafter.
- 46 •
 - 47 b. Personal day(s) must be used/taken within the year provided and are not
48 eligible to be paid out.
 - 49 •
 - 50 c. Personal day(s) are not eligible for carryover.
 - 51 •
 - 52 d. The employee must follow the guidelines in article 8.3 when submitting the
53 request for the personal day(s) to be taken.
 - 54 •
 - 55 e. Time associated with personal day(s) granted is not considered time
56 worked and does not count toward weekly overtime calculations.
- 57

58 8.5 Parental Leave

59
60 Bargaining Unit employees are eligible for two hundred forty (240) hours of
61 parental leave after the birth of a baby or placement through adoption in
62 accordance with City policy.

63
64 8.46 Advance Personal Leave, Leave Sharing Plan and Leave Donations

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

65
66 In situations when an employee is required to be absent from work for an extended
67 period of time, as certified by the employee's physician, as a result of a non-work-
68 related illness or injury sustained by the employee and when the employee has
69 exhausted all sick, personal and compensatory leave, the employee may request
70 additional paid personal leave. The types of additional personal leave is listed
71 below and must be requested in sequential order (if applicable) – first – Advance
72 Personal Leave, second – Leave Sharing Plan and third – Leave Donation
73 Policy. The provisions of these policies are listed below.
74

75 **(1) Advance Personal Leave**

76
77 (a) When an employee has utilized all his personal leave for which he is eligible,
78 he may request, where he has sufficient MAP funds to cover the amount of
79 the request, advance personal leave of forty (40) hours up to one hundred
80 sixty (160) hours. Such leave may be granted by the Police Chief, with
81 notification to the Director-Human Resources and Workforce Development
82 Department, for the following reasons:

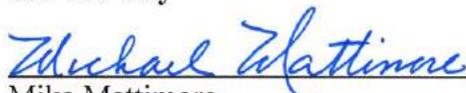
83 i. medically certified serious illness or disability of the employee
84 when the employee has exhausted all sick leave for which he was
85 eligible to receive
86

87 ii. medically certified serious illness or disability of the current
88 spouse or registered domestic partner of the employee, child,
89 parent or other legal dependent of the employee and current
90 spouse or registered domestic partner when the employee has
91 exhausted all family sick leave for which he was eligible.
92

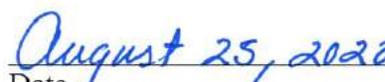
93 iii. acquisition of a child either through birth or adoption
94

95 (b) When the employee who was granted advance personal leave
96 returns to work, these leave credits will be repaid through payroll
97 deduction, of the value of the personal leave advance, figured at the
98 employee's rate of pay during the period of the advance leave, over
99 a period not to exceed twenty-four (24) months.
100

For the City

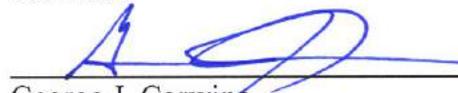


Mike Mattimore
City's Chief Labor Negotiator

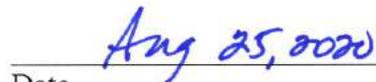


Date

For PBA



George J. Corwine
Chief Negotiator



Date

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- (c) Upon termination, any advance personal leave not repaid shall be deducted from the employee's final compensation or MAP contribution refund.
- (d) No additional advance personal leave may be granted until the employee has repaid the previous advance personal leave.

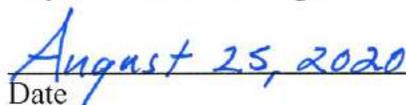
(2) Leave Sharing Plan

- (a) Employees covered by this Agreement are provided the opportunity of donating a minimum of 4 hours up to a maximum of 20 personal leave hours or compensatory time semi-annually (during the months of March and September) to a leave-sharing plan established solely for employees covered by this Agreement.
- (b) An employee who has completed his initial probationary period and who has donated personal leave hours or compensatory time to the leave sharing plan is eligible to receive leave from the leave-sharing plan whenever he is required to be absent from work for an extended period of time, as certified by the employee's physician, as a result of a non-work-related illness or injury sustained by the employee and when the employee has exhausted all sick, personal and compensatory leave. The employee's physician will determine whether or not the employee is able to perform the essential duties of the employee's position.
- (c) An extended non-work-related illness or injury is defined to include only those instances where an employee is on approved leave and is expected to be absent from work for at least 30 consecutive calendar days after he has exhausted all of his sick, personal, and compensatory leave time.
- (d) To request leave from the leave-sharing plan, a written request and a statement from the employee's physician providing an estimate of the amount of time the employee will be absent from work, must be submitted to the Employee Resources section and verified by the Association President by the employee or on behalf of the employee. The written request shall contain the number of hours being requested.

For the City



Mike Mattimore
City's Chief Labor Negotiator


Date

For PBA



George J. Corwine
Chief Negotiator


Date

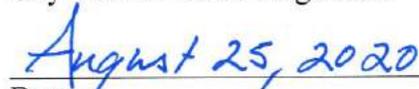
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- (e) The Association President or his designee shall review such request within five (5) business days, as well as the doctor's statement.
- (f) Following review of the written request and the physician's statement, the Association President or his designee shall approve or disapprove the request.
- (g) The employee who submitted the request, or on whose behalf the request was made, shall be provided written notice by the Association President or designee of the outcome of his request, and if the request was approved, such notice shall include the number of hours the employee is authorized to draw from the leave-sharing plan. The total amount that can be drawn from the leaving sharing plan cannot exceed one hundred and sixty (160) hours once a year.
- (h) The number of hours approved may be altered at any time by the PBA President or his designee.
- (i) The employee that has been approved to receive leave from the leave-sharing plan may continue to utilize such leave until he is released by his physician to return to work, one hundred and sixty (160) hours per year are exhausted, or until the doctor determines the employee's illness or injury has become a total and permanent disability, whichever occurs first.
- (j) Upon return to work from an illness or disability covered by the leave-sharing plan, medically certified periods of absence due to the previously medically certified illness or disability which are separated by less than 90 calendar days of active work shall be considered as one period of disability and, with the approval of the PBA President or his designee, may be paid from the leave-sharing plan via an amendment to the original notice of approval.
- (k) The leave-sharing plan will be administered by the Association which will be responsible for the development of all forms. The Police Department Employee Resources Section will be responsible for making the appropriate monetary conversions. Donors will forward donation forms to the Police Department Employee

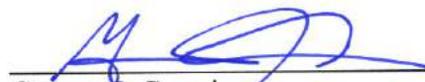
For the City



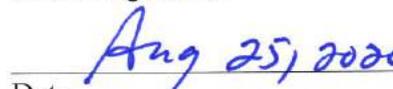
Mike Mattimore
City's Chief Labor Negotiator


Date

For PBA



George J. Corwine
Chief Negotiator


Date

179 Resources Section where they will be date and time stamped. The
180 donated time will be converted to a dollar value based on the current
181 rate of pay for each donor at the time of donation times the number
182 of hours donated. The amount of leave used by the recipient will be
183 charged to the leave-sharing plan based on the recipient's rate of
184 pay at the time the recipient exhausted all sick and Personal
185 leave. The Employee Resources Section shall provide a quarterly
186 usage report to the PBA President.
187

188 (l) The Employee Resources Section shall notify the Association
189 President when there is less than \$10,000 left in the leave-sharing
190 plan.
191

192 (m) An employee in the bargaining unit who leaves the City may donate
193 up to forty (40) hours of his personal leave to the leave-sharing plan.
194

195 (n) No provision of this plan shall be grievable or arbitrable under the
196 provisions of Article 5 – Grievance Procedure or under the City
197 Grievance Procedure.
198

199 (3) **Leave Donations**
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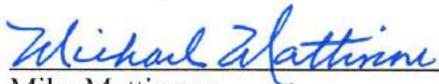
201 (a) When an employee must be absent from work due to personal
202 illness, illness of a family member as defined in the sick leave policy,
203 or a serious condition that creates a significant hardship for the
204 employee, the employee may request authorization for leave
205 donations. Consideration of the request and a decision regarding
206 authorization for leave donation solicitation will be made by the
207 Police Chief or his designee, and any solicitation for leave donations
208 will be made by the Police Chief or his designee.
209

210 (b) Qualifying conditions and the request/approval process are as
211 follows:
212

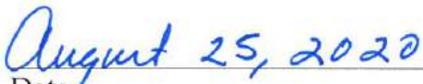
213 i. The employee has to have exhausted all available paid leave
214

215 ii. The situation has to require the employee to be absent for
216 more than forty-eight (48) consecutive work hours.
217

For the City

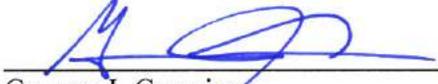


Mike Mattimore
City's Chief Labor Negotiator

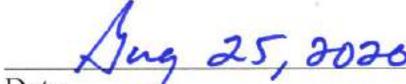


Date

For PBA



George J. Corwine
Chief Negotiator



Date

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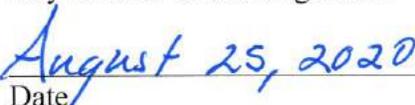
iii. The employee must submit a written request for leave donations to the Police Chief who shall render a decision regarding the request. When the Police Chief or his designee authorizes leave donation solicitation, the Police Chief or his designee may determine to whom the solicitation is directed, either sworn, non-sworn or both. The Police Chief or his designee will transmit the solicitation request and will provide details about how leave donations are to be made.

- (c) Employees may only donate personal leave and earned compensatory leave. Leave will be credited based on the dollar value of the donator's leave at the time the donation is made and the receiving-employee's compensation at the time leave is credited to the employee.
- (d) Donated leave which is used for an absence covered by the Family and Medical Leave Act of 1993 (FMLA) will be counted against the employee's FMLA leave entitlement for the calendar year in which the sick leave is taken.
- (e) Donated leave will be applied first to the period of the employee's absence after qualifying for donated leave; secondly it will be used to pay-back advance leave associated with the absence, and then it will be refunded to donators on a prorated basis.

For the City



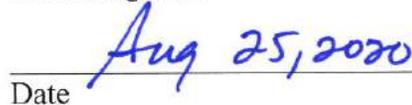
Mike Mattimore
City's Chief Labor Negotiator


Date

For PBA



George J. Corwine
Chief Negotiator


Date

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ARTICLE 11
SALARIES AND PENSION

11.1 During the period of October 1, ~~2017~~ 2020, through September 30, ~~2020~~ 2023, bargaining unit members shall be paid on a biweekly basis, via direct deposit, in accordance with the step pay plan shown in Appendix A, which is attached to and made part of this Agreement. All wage provisions are effective ~~January 06, 2018~~, October 1, 2020, and pension contributions while in DROP provisions are effective as of the final contract ratification date, through the fiscal year ending September 30, ~~2020~~ 2023. All other pension provision changes are effective October 1, ~~2017~~ 2020 through fiscal year ending September 30, ~~2020~~ 2023. All future wage and pension adjustments including step progression, if any, after the expiration of the collective bargaining agreement shall be negotiated between the parties.

11.2 **Across-the-Board Increases (ATB)**

Effective ~~January 6, 2018~~ October 1, 2020, all bargaining unit members ~~who are in Police Career Plan Step 2~~ shall ~~not~~ receive a salary increase ~~of 3.0%~~.

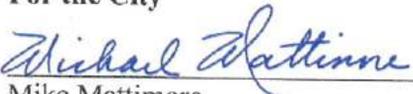
Effective on the first day of the first biweekly pay period of FY19 22 and FY20 23, all bargaining unit members shall receive base salary increase of 3% or progress one step, whichever is greater (no one will receive less than 3% regardless of what their salary is at the time). ~~who are in Police Career Plan Step 2 shall receive a base salary increase of 3.0%.~~

11.3 **Step Progression**

Effective on the first day of the first biweekly pay period of FY19 22 and FY20 23, all bargaining unit members shall receive base salary increase of 3% or progress one step, whichever is greater (no one will receive less than 3% regardless of what their salary is at the time). ~~no step progression will occur for FY18 – FY20 except as provided for in section 11.4 (2) below.~~

11.4 **Promotional and Probationary Increases**

For the City


Mike Mattimore
City's Chief Labor Negotiator

September 18, 2020
Date

For PBA


George J. Corwine
FLPBA Chief Negotiator

Sept 18, 2020
Date

29 (1) **Promotional Increases**

30 (a) When a promotion occurs from Police Officer to Sergeant, the promoted
31 employee shall be placed in the Sergeants Pay Plan at the nearest step which
32 provides a 5% base salary increase.

33 (b) When a promotion occurs from Sergeant to Lieutenant, the promoted
34 employee shall be placed in the Lieutenants Pay Plan at the nearest step which
35 provides a 5% base salary increase.

36 (2) **Probationary Increases**

37 Upon satisfactory completion of a probationary period as a Sergeant or Lieutenant, the
38 employee shall be advanced one (1) step in the appropriate pay plan.

39 **11.5 Salary Supplements**

40 (1) **Educational Incentive**

41 All members of the bargaining unit who qualify shall receive the educational incentive
42 salary supplements provided for in Florida Statutes, Section 943.22.

43 All members who file the required documentation (official transcript or training certificate)
44 in the Police Department Employee Resources Section within ninety (90) days of
45 completion of the course or education requirement, will receive the supplement retroactive
46 to the completion date. After the ninety (90) day period, the supplement will commence
47 on the date the documentation is filed. Courses must have prior approval from the
48 Department's Training Section in order to qualify.

49 (2) **Physical Fitness Incentive**

50 Employees in the bargaining unit may, on a voluntary basis, seek to become eligible for a
51 physical fitness incentive supplement. In order to be eligible for such supplement, an
52 employee must sign a waiver which shall indemnify, defend and hold the City, its officers,
53 officials, agents and employees harmless against any claim, demand, suit or liability
54 (monetary or otherwise) in connection with his efforts to qualify for such supplement. An

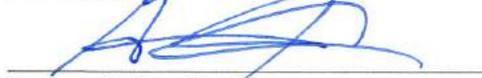
For the City



Mike Mattimore
City's Chief Labor Negotiator

September 18, 2020
Date

For PBA



George J. Corwine
FLPBA Chief Negotiator

Sept 18, 2020
Date

55 employee who seeks the physical fitness supplement must qualify and requalify at six (6)
 56 month intervals during the months of May and November in order to receive the
 57 supplement.

58 An employee who qualifies by passing a one and one-half (1.5) mile running test shall
 59 receive a physical fitness incentive supplement in accordance with the following chart:

60 **For FY20:**

61 **MAXIMUM RUNNING TIME IN MINUTES**

62

63 Fitness 64 Category	65 Age				66 Amount	
	67 Under 30	68 30-39	40-49	50+	Per Month	
D	16:30	17:30	18:30	19:00	\$15.00	
C	14:30	15:30	16:30	17:00	\$25.00	
B	12:00	13:00	14:00	14:30	\$35.00	
A	10:00	11:00	12:00	12:30	\$45.00	

69

70 **Three Mile Walk**

71 Fitness 72 Category	73 Age				74 Amount	
	75 Under 30	76 30-39	40-49	50+	Per Month	
D	44:00	46:30	49:00	52:00	\$15.00	
C	42:00	44:30	47:00	50:00	\$25.00	
B	38:30	40:00	42:00	45:00	\$35.00	
A	34:00	35:00	36:30	39:00	\$45.00	

77

78

79

80 **For FY21:**

81 **MAXIMUM RUNNING TIME IN MINUTES**

82 **For the City**

Michael Mattimore
 Mike Mattimore
 City's Chief Labor Negotiator

September 18, 2020
 Date

For PBA

George J. Corwine
 George J. Corwine
 FLPBA Chief Negotiator

Sept 18, 2020
 Date

83	Fitness		Age			Amount
84	Category	Under 30	30-39	40-49	50+	Per Month
85	D	16:30	17:30	18:30	19:00	\$15.00 <u>\$22.50</u>
86	C	14:30	15:30	16:30	17:00	\$25.00 <u>\$37.50</u>
87	B	12:00	13:00	14:00	14:30	\$35.00 <u>\$52.50</u>
88	A	10:00	11:00	12:00	12:30	\$45.00 <u>\$67.50</u>

89

90

Three Mile Walk

91	Fitness		Age			Amount
92	Category	Under 30	30-39	40-49	50+	Per Month
93	D	44:00	46:30	49:00	52:00	\$15.00 <u>\$22.50</u>
94	C	42:00	44:30	47:00	50:00	\$25.00 <u>\$37.50</u>
95	B	38:30	40:00	42:00	45:00	\$35.00 <u>\$52.50</u>
96	A	34:00	35:00	36:30	39:00	\$45.00 <u>\$67.50</u>

97

For FY22:

98

99

MAXIMUM RUNNING TIME IN MINUTES

100	Fitness		Age			Amount
101	Category	Under 30	30-39	40-49	50+	Per Month
102	D	16:30	17:30	18:30	19:00	\$15.00 <u>\$30.00</u>
103	C	14:30	15:30	16:30	17:00	\$25.00 <u>\$50.00</u>
104	B	12:00	13:00	14:00	14:30	\$35.00 <u>\$70.00</u>
105	A	10:00	11:00	12:00	12:30	\$45.00 <u>\$90.00</u>

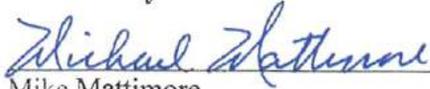
106

107

Three Mile Walk

108	Fitness		Age			Amount
109	Category	Under 30	30-39	40-49	50+	Per Month

For the City


 Mike Mattimore
 City's Chief Labor Negotiator

September 18, 2020
 Date

For PBA


 George J. Corwine
 FLPBA Chief Negotiator

Sept 18, 2020
 Date

110	D	44:00	46:30	49:00	52:00	\$15.00 <u>\$30.00</u>
111	C	42:00	44:30	47:00	50:00	\$25.00 <u>\$50.00</u>
112	B	38:30	40:00	42:00	45:00	\$35.00 <u>\$70.00</u>
113	A	34:00	35:00	36:30	39:00	\$45.00 <u>\$90.00</u>

114 The Training Section of the Police Department shall be responsible for administering the
 115 qualifying test provided for in this section.

116 **(3) Additional Compensation for Tactical Unit Members**

117 Upon ratification of this Agreement, each member of the Tactical Unit will receive one
 118 hundred fifty dollars (\$150.00) per bi-weekly pay period.

119 This additional compensation shall be paid regardless of whether the employee is at work
 120 or is on paid or unpaid leave, except that an employee who is medically unable to fully
 121 discharge his duties as a TAC team member shall not be entitled to this additional
 122 compensation.

123 **(4) Additional Compensation for Field Training Officers**

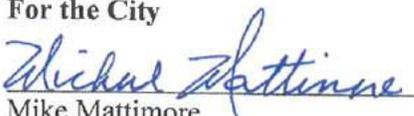
124 Each Sergeant who is supervising a squad to which a recruit has been assigned will receive
 125 one and one-half (1 1/2) additional hours of pay for each day the FTO is at work and has
 126 been assigned a recruit. This additional compensation shall be considered as time worked
 127 for purposes of computing overtime.

128 **(5) Cash Supplement**

129 Effective on the first day of the first biweekly pay period of FY2022, all bargaining
 130 unit members shall receive \$625 cash supplement. Effective on the first day of the
 131 first biweekly pay period of FY2023, all bargaining unit members shall receive
 132 \$750 cash supplement. The cash supplements will be administered biweekly over
 133 26 pay periods. The cash supplement is non-recurring and non-pensionable.
 134

135 **11.6 Legislated Costs**

136 If any additional compensation or benefits, beyond those already provided for in State
 137 statutes, are legislated by the State, and the cost of such additional compensation or benefits

For the City

 Mike Mattimore
 City's Chief Labor Negotiator

For PBA

 George J. Corwine
 FLPBA Chief Negotiator

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138 is not funded by the State, thereby increasing payroll and benefit costs to the City, the
139 parties agree that such cost increases shall be the subject of negotiation as to impact on the
140 salaries and benefits contained in this Agreement. "Compensation or benefits" includes,
141 but is not limited to: pensions or other retirement benefits; workers' compensation or other
142 disability programs; sick leave, holidays, or other paid leaves; uniform or clothing
143 allowances; training, certification or educational incentive compensation; but excluding
144 the benefits currently provided in Chapter 185, Florida Statutes.

145 **11.7 Pension**

146 (1) The changes to the COLA for participants with a pension entry date on or after
147 January 1, ~~1998~~ 2001 and earlier than January 1, ~~2004~~ 2004, shall be provided for in the
148 Police Pension Plan, effective October 1, ~~2017~~ 2020. Participants shall receive a COLA
149 that shall commence on the latter of the first October 1 after:

- 150 (a) Such retiree's normal retirement date, or
151 (b) Such retiree's 55th birthday, or
152 (c) Such retiree's exit from the Deferred Retirement Option Plan (DROP) if
153 they choose to participate in the plan.

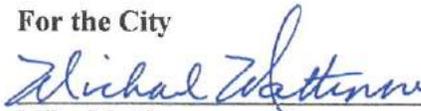
154 (2) Effective October 1, ~~2017~~ 2020, through September 30, ~~2020~~ 2023, bargaining unit
155 employees will be offered the Deferred Retirement Option Plan (DROP) period that is the
156 same DROP period offered to general employees.

157 (3) Effective October 1, ~~2017~~ 2020, the required employee pension contribution rate
158 for all members employed prior to October 1, 2012, shall be 11.25% for FY~~18~~21 – FY~~20~~23.

159 (4) Effective October 1, ~~2017~~, 2020, the required employee pension contribution rate
160 for all members employed on or after October 1, 2012, for shall be 13.69% for FY~~18~~21 –
161 FY~~20~~23.

162 (5) Effective October 1st, 2020, any member who is either currently in, or enters, DROP
163 shall no longer be required to contribute to the pension plan.

For the City


Mike Mattimore
City's Chief Labor Negotiator

September 18, 2020
Date

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FLPBA Chief Negotiator

Sept 18, 2023
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164 (6) In the event that a bargaining unit member is killed in the line of duty while
165 employed by the City of Tallahassee, the City of Tallahassee shall provide 100% of the
166 members Average Financial Compensation to their heir/heirs in monthly payments. This
167 provision shall be effective on January 1, 2000; however, all pension payments begin no
168 earlier than the date of this ratification; however, the heir/heirs shall be entitled to any
169 retroactive payments beginning January 1, 2016.

170 **11.8 Leave Payout – Pension**

171 Personal leave may be used in the calculation of an employee’s pension benefit provided
172 the employee was employed on the date of ratification of this agreement and had personal
173 leave credited on September 30, 2013. A maximum of two hundred forty (240) hours of
174 combined personal and sick leave may be used towards an employee’s pension benefit
175 calculation; however, an employee may have no more than the hours of sick and personal
176 leave that were accrued as of September 30, 2013, included in the pension calculation upon
177 retirement. Personal and/or sick leave used for this purpose will be deducted from the
178 employee’s leave balance(s).

179

180 **11.9 OPEB – Future Liability**

181 For the duration of this Agreement, the City agrees to provide at least one quarter percent
182 (.25%) funding towards future OPEB liability incurred from retiree health subsidy, as
183 provided by City Ordinance 10-0-11.

184

185

186

187

188 **11.10 Salary Adjustment Documentation**

For the City



Mike Mattimore
City’s Chief Labor Negotiator

September 18, 2020

Date

For PBA



George J. Corwine
FLPBA Chief Negotiator

Sept 18, 2020

Date

189 At the beginning of each contract and each subsequent pay adjustment, the City shall
190 provide each employee written documentation of their current step position, to include the
191 step number, hourly rate and yearly base rate.

For the City



Mike Mattimore

City's Chief Labor Negotiator

September 18, 2020
Date

For PBA



George J. Corwine

FLPBA Chief Negotiator

Sept 18, 2020
Date

**ARTICLE 12
ALLOWANCES**

12.1 Clothing Allowance

Police investigators assigned to Special Investigations will receive a biweekly allowance to purchase appropriate civilian clothing, in an amount totaling ~~five hundred fifty dollars (\$550)~~ ~~nine hundred dollars (\$900)~~ FY 2021 (\$550) per year, FY 2022 (\$725) per year, FY 2023 (\$900) per year. This allowance will cover replacement of clothing that becomes unserviceable due to normal wear. Civilian clothing damaged outside of normal wear, and due to necessary job actions, will be replaced upon the approval of the Bureau Commander.

~~Personnel assigned to the Internal Affairs Unit and the Criminal Investigations, Operational Support, Internal/External Affairs, Administrative Services, and High Risk Offenders Bureaus (excluding members of the Drug Interdiction Unit, General Narcotics Unit and Technical Operations Unit as identified by the Section Commander) will be provided with Department-issued alternative uniforms. Personnel assigned to Criminal Investigations, Special Operations, Personnel and Development, Internal Affairs, Administrative Services, and High Risk Offenders will be provided with department issued alternative uniforms.~~

~~However, until such time as a standardized uniform for the above listed units is delivered, the standard uniform allowance of five hundred fifty dollars (\$550) per year will remain in effect.~~

12.2 Cleaning Costs

The City will provide for the cleaning of uniforms and on-duty civilian clothes for all employees in the bargaining unit at no cost to the employees.

For the City

Mike Mattimore
City's Chief Labor Negotiator

Date

For PBA



George J. Corwine
Chief Negotiator

July 6th, 2020

Date

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ARTICLE 13
USE OF PERSONAL CARS

13.1 Employees, excluding new employees that have yet to receive an assigned vehicle, in the bargaining unit will be paid a mileage rate to conform with Internal Revenue Service Regulations for the use of their personal cars if such use is required and approved at least twenty-four (24) hours in advance by their Bureau Commander or his designee, and for travel associated with required training at the ~~Pat Thomas Law Enforcement Academy~~ Florida Public Safety Institute when a City vehicle is not available at Police Department headquarters. The mileage reimbursement for required training will apply only to the distance traveled between the ~~Pat Thomas Law Enforcement Academy~~ Florida Public Safety Institute and the Tallahassee Police Department. Use of a personal car for the purpose of required court attendance or other overtime assignments shall not entitle employees to a mileage payment.

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 14
PHYSICAL FITNESS AND WELLNESS

14.1 It is understood that the City retains the right to require employees to be in good physical condition so that they are able to perform the essential duties described in the City of Tallahassee job specification for Sergeant or Lieutenant.

Employees hired after October 1, 2020, will be required to maintain a physical fitness standard annually that was completed as a new hire listed in below. The Physical Ability Test Battery shall be administered by the City of Tallahassee during the months of May and November. The bargaining unit member can choose to either participate in May or November but must do so once per calendar year unless the bargaining unit member provides medical documentation outlining their restriction in participation.

PHYSICAL ABILITY TEST BATTERY – Hired AFTER October 1, 2020

The Physical Ability Test score for each test item is recorded and added on the individual participant’s sheet. The member must perform at least the minimum required number of correct sit-ups/push-ups and complete the walk or the run within the minimal time for their age group. The correct method for completing the pushups and sit-ups will follow Cooper Standards that are effective October 1, 2020.

Physical Ability Test Battery - Males
 (minimum amounts and times)

	Age 20-29	Age 30-39	Age 40-49	Age 50-59
Pushups (# in one (1) minute)	24	19	13	10
Sit-ups (# in one (1) minute)	37	35	31	26
1.5 Mile Run (minimum)	16:30	17:30	18:30	19:00
3 Mile Walk (minimum)	44:00	46:30	49:00	52:00

For the City

 Mike Mattimore
 City’s Chief Labor Negotiator

 Date

For PBA



 George J. Corwine
 FLPBA Chief Negotiator

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Physical Ability Test Battery - Females
(minimum amounts and times)

	Age 20-29	Age 30-39	Age 40-49	Age 50-59
Pushups (# in one (1) minute)	11	9	7	5
Sit-ups (# in one (1) minute)	29	28	21	16
1.5 Mile Run (minimum)	16:30	17:30	18:30	19:00
3 Mile Walk (minimum)	44:00	46:30	49:00	52:00

The 1.5-mile Run, or 3-mile Walk may count only once per year for physical fitness incentive pay included in Article 11.

The Training Section of the Police Department shall be responsible for administering the qualifying test provided for in section (14.1 and 14.2).

14.2 Remedial Testing

If any bargaining unit member hired after October 1, 2020 fails to meet the above Physical Ability Test Battery, the member will be retested every three (3) months for one (1) year. If the member cannot pass the Physical Ability Test Battery after one (1) year, the member may be terminated.

For the City

Mike Mattimore
City's Chief Labor Negotiator

Date

For PBA



George J. Corwine
FLPBA Chief Negotiator

Date

Sept 16th, 2020

14.3 Medical Examination

All employees may request a medical examination on a periodic basis, but no more frequently than annually. The type of examination will be at the discretion of the City. If the medical examination is given by a health service or a physician selected and paid by the City, the results of such examination will be sent to the employee's personal physician and retained by the physician designated by the City. The Department physician will notify the Police Chief only if the employee is experiencing a medical condition that would impair his ability to perform his duties. Such examination shall be considered as working time and the employees shall be paid two hours of call back pay if the appointment is scheduled outside of the employee's working hours.

14.4 Cardiovascular Testing

The Association may provide cardiovascular testing (Cardiovascular Diagnostics) to bargaining unit members on an annual basis. There is no obligation on the part of the member to accept this testing. The City shall provide a facility or a room large enough to accommodate the testing provided that the Association has given the City at least sixty (60) days' notice prior to the testing.

For the City

Mike Mattimore
City's Chief Labor Negotiator

Date

For PBA



George J. Corwine
FLPBA Chief Negotiator

Sept 16th, 2020

Date

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ARTICLE 17
PROBATIONARY PERIODS

17.1 Duration

- (1) The probationary period for the rank of Lieutenant shall be six (6) months.
- (2) The probationary period for the rank of Sergeant shall be twelve (12) months. Probationary Sergeants shall receive written interim performance assessments at four (4) months and eight (8) months. A final evaluation will be conducted at the end of the probationary period.

17.2 Upon recommendation by the Bureau Commander, the Police Chief may extend a Lieutenant's probationary period for up to six (6) months. If an employee's probation is to be extended based on the Bureau Commander's recommendation, the employee must be given written documentation of the performance deficiencies and a performance improvement plan.

17.3 For both classifications, in the event that the employee fails to meet expectations in the promoted position during the probationary period for the promotion, the employee shall be returned to their former classification at the pay step they would have been at if they had not been promoted. The decision to return the employee to the former position is grievable up to step 1 of Article 5.

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