

PBA Collective Bargaining Agreement

10/01/2021 – 9/30/2022

Summary of Negotiated Changes

Article 1: Recognition

- Clean up language – update the titles of who is included and excluded from the bargaining unit.

Article 2: Non-Discrimination

- New Section 2.4: Pursuant to Florida Statute 295.07(3), all requirements of the applicable statutes and rules concerning veteran preference under Florida law are incorporated into this collective bargaining agreement by reference and are superior to any conflicting provision of this collective bargaining agreement.

Article 14: Health Insurance and Wellness

- Clean up outdated language throughout Article.
- In Section 14.4 – Add language describing the dental plans;
- In Section 14.6 – Increase the amounts of the Health Reimbursement Accounts from \$300 to \$400 for Single Coverage; from \$400 to \$600 for Single + 1 Dependent Coverage; and from \$700 to \$1000 for Single + 2 or more Dependent Coverage;

Article 21: Work at a Higher Rank

- In Section 21.1: Effective upon the ratification date of this Agreement, bargaining unit members temporarily assigned to perform the duties of a higher rank within the Department for less than 30 days shall receive a seven percent (7%) increase above their base rate (instead of a five percent (5%) increase). New language: Bargaining Unit members assigned to perform the duties of a higher rank within the Department as a long-term assignment, defined as 30 days or more, shall receive a ten percent (10%) increase above their base rate.

Article 26: Annual Leave

- New Section 26.6 - All Bargaining Unit members who enter the DROP after the ratification of this Agreement shall be able to elect to maintain a total balance of up to 40 hours of his/her accrued annual leave and/or compensatory leave for use while participating in the DROP.

Article 27: Uniforms and Clothing Maintenance Allowance

- In Section 27.2 – Add uniforms for the Crisis Negotiation Team, SWAT, the Dive team, and Field Force.

Article 28: Bereavement Leave

- In Section 28.2 – Update the definition of immediate family which will now be defined as a spouse, child, step-child, foster child or child obtained through legal guardianship, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, grandparents in-law, step-mother, step-father, and domestic partners as defined by Broward county's registration of domestic partners or any other

county/state registration of domestic partners, legally appointed guardians, or, with the City's approval, any person who has acted in such a capacity relative to the employee.

Article 37: Pension Plans

- Clean up language; replace the reference to "the ratification date of this 2018-2021 Agreement" with February 20, 2019, the actual date of ratification.

Article 40: Vehicle Take Home

- In Section 40.1, update language that members with take home vehicles must reside in the Tri-County area; and add that those who live 45.1 or more miles from Police Headquarters shall reimburse the City \$100 monthly.

Article 43: Wages

- Effective in the first full pay period after the ratification of this Agreement, each level of base pay will be increased by two percent (2%) retroactive to the first full pay period on or after October 1, 2021.
- New Section 43.3b: A one-time premium payment (pursuant to the definition of "Premium Pay" as defined by the American Rescue Plan Act of 2021) of \$1,000 net per member paid on the first full pay period after the ratification of this Agreement.

Article 44: Employee Assistance Program

- Update language describing the Employee Assistance Program (EAP) which, for this Agreement, includes 10 free visits, per person, per issue, per year.

Article 46: Physical Fitness/Wellness Program

- New Section 46.5: The "Wellness Program" set forth in departmental SOP 112 shall form part of this Agreement and shall not be eliminated or amended except by mutual consent.

Article 47: Hollywood Officers' Memorial Benefit

- Update to add Officer Jon Cooke and Officer Yandy Chirino.

Article 48: Duration

- Change language to reflect the dates of the new Agreement.