

**FOP Collective Bargaining Agreement**  
**Summary of Negotiated Changes**  
**10/01/2025 – 9/30/2028**

The parties have tentatively agreed to a three-year Collective Bargaining Agreement (CBA) that will include the changes summarized below. Additionally, the parties agreed to incorporate the MOU ratified in March 2024 regarding Article 27 (Uniforms and Uniform Clothing and Maintenance Allowance) and other non-substantive clean up language changes.

**ARTICLE 5: Employee Organization Conventions**

- Added that union members could attend national meetings of the Union and union functions using union time pool hours.
- Clarified the assignment and function of the FOP President within the Police Department's organizational structure.

**ARTICLE 7: Rules and Regulations**

- Changed the notification requirement from members being notified within 30 days after formal adoption of any change to Departmental Rules and Regulations to the union being advised of any changes prior to formal adoption.

**ARTICLE 9: Promotional Procedures**

- Adds specific scoring thresholds and use of outside consultants.
- Assessment center examinations will be held 1-2 weeks after the written examination has been graded.
- Candidates shall be sequestered at the designated location on the day of the assessment examination.
- Assessors - chosen from external law enforcement agencies to include sergeants and above.
- The final score will be a composite score which includes the written examination weighing 60% and the assessment center examination weighing 40%.
- Police Chief may select a candidate from the highest five different scores instead of highest three.
- Preference points will be capped at a total of six (6) points. Veteran preference points will not be combined with educational points and seniority points.
- Appeals shall go through the grievance process as detailed in Article 15 instead of the Civil Service Board.

**ARTICLE 12: Work Week and Overtime**

- Expanded description of shift schedules, added flexibility for certain units.
- Changed the ability to alter a work schedule from five working days to seven calendar days.
- Compensatory time: changed request time from five working days to five calendar days.

**ARTICLE 14: Health and Wellness**

- Increased Retiree Health Savings Accounts (RHS) by \$15 dollars for each tier
- Cleaned up language and clarified the RHS money continues to be contingent upon getting biometrics completed at the Employee Health Center each year.

- Defined biometrics as Weight Measurement/BMI, Height, Weight, Blood Pressure, Cholesterol, and Blood Sugar/Glucose.

#### **ARTICLE 15: Grievance Procedures and Arbitration**

- Removed the language that states, “Disputes or grievances concerning shift transfers shall not be subject to the grievance procedure of arbitration.” This language will be addressed in Article 31 – Seniority.
- Clarified that references to “days” means calendar days.

#### **ARTICLE 16: Workers’ Compensation**

- Added new section: “The City will provide workers’ compensation coverage when the Off-Duty Police Officer takes affirmative Police action, including arrests in accordance with SOP #141 Off Duty & Extra Duty Employment. The City, in accordance with applicable law and Police Department policy, will determine whether the Off-Duty Police Officer was taking affirmative Police action.”

#### **ARTICLE 20: Assignment Pay**

- Increased assignment pay for Field Training Officers from 5% to 7.5%.
- Increased assignment pay for Neighborhood Team Leaders, Marine Patrol, Beach and Downtown Units, SRO’s and Canine Officers assigned to certain shifts from 2.5% to 5%.
- In section 20.4: Clarified and added the following annual payouts: Quick Response, Dive Teams and Peer Support: \$800; Honor Guard: \$500; and removed Field Force Officer.

#### **ARTICLE 24: Leaves of Absence**

- Clarified “days” to mean calendar days.

#### **ARTICLE 26: Annual Leaves**

- Clarified that if a scheduled vacation is involuntarily cancelled and a rescheduled time cannot be mutually agreed upon, the member shall redeem that period of time that had been cancelled.

#### **ARTICLE 27: Uniforms and Clothing/Maintenance Allowance**

- In Section 27.2 – Increased replacement amount from \$325 to FY26 = \$350, FY27 = \$375 and FY28 = \$400.

#### **ARTICLE 30: Holidays and Holiday Pay**

- Removed language that states that holidays must be used within 365 days of earning the holiday.
- Clarified that any holiday time earned which places the member’s balance over 130 hours will automatically be paid in the pay period immediately following the earning of more than 130 hours.

#### **ARTICLE 31: Seniority**

- Removed: “Transfers shall not be used for disciplinary purposes.”
- Added: “Disputes concerning seniority shift transfers shall be grieved to the Chief of Police. These grievances or disputes shall not be subject to arbitration.”

**ARTICLE 37: Pension**

- The following changes are made to Group Three Members:
  - Contribution rate increased from 9.5% to 11.5%;
  - Definition of earnings: decreased overtime not to exceed 200 hours to 115 hours per year;
  - Increased maximum normal retirement benefit from 75% to 80%;
  - Added options for DROP earnings;

**ARTICLE 38: Complete Agreement and Waiver of Bargaining**

- Updated language in 38.1 to state that either party waives their right to bargain during the term of the agreement unless mutually agreed.

**ARTICLE 43: Wages**

- Removed pay grades L14 and L17 and combined those percentage increases in L12 (10%);
- Provided a 4% annual increase for FY26, FY27 and FY28;
- Re-opener clause for the FY28 increase based on the City receiving its certified taxable value for tax year 2027 (FY2028).