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YOUR UNION HAS NEGOTIATED SIGNIFICANT SALARY INCREASES!

YOUR UNION BARGAINING TEAM HAS REACHED AGREEMENT WITH THE CITY ON A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT THROUGH SEPTEMBER 30, 2024.

BARGAINED BY YOUR UNION!

WAGES

Eliminates the practice and contract provisions that tied annual salary increases to annual performance evaluations.

Grants all eligible bargaining unit members a \$3000.00 increase to their 2020-2021 base salary, effective October 1, 2021.

Increase the maximum salary of each pay grade, and grant all eligible bargaining unit members a 4.5% increase to their 2021-2122 base salary, effective October 1, 2022.

Increase the minimum salary of each pay grade, and grant all eligible bargaining unit members a 4.5% increase to their 2022-2023 base salary, effective October 1, 2023.

- Eligible members are those who are in an active pay status on October 1st of each fiscal year and received a Satisfactory Performance Evaluation the prior fiscal year.
- Any portion of a member's annual salary increase that exceeds the maximum of the pay range will be paid as a lump sum bonus.
- If a member's annual base salary is at the maximum of their pay range on the effective date of the negotiated increase, they will receive a three (3) percent lump sum top-out bonus.

Increases the raise for a promotion to a position at a higher pay grade from five (5) percent to ten (10) percent of base salary.

Establishes Retention Incentive pay for Treatment Plant Operators based on license level:

- A – \$1,600.00
- B – \$1,200.00
- C – \$1,000.00

The Retention Incentive will be paid annually starting October 1, 2022. The employee must have been in an active pay status October 1st of the prior fiscal year.

Establishes Shift Differential Pay for Treatment Plant Operators who are assigned to the 2nd Shift (3pm–11pm) or the 3rd Shift (11pm–7am). The 2nd Shift Differential is \$2 per hour and the 3rd Shift Differential is \$3 per hour.

Establishes Retention Incentive Pay for employees who possess a State license as a certified Pesticide Public Applicator or Playground Safety Inspector. The \$1,500.00 Incentive will be paid October 1, 2022 and October 1, 2023.

UNION REPRESENTATION

Increases the notice period for management to advise a member of an investigatory meeting or one that might lead to disciplinary action from one (1) day to four (4) working days.

UNION BUSINESS

Establishes a standing Labor/Management Committee that meets quarterly to discuss matters like contract implementation and administration, working conditions and operational changes and practices. This committee can make recommendations to the City Manager.

VACATION

Increases the Vacation Leave accrual rate as following:

- 0–3 years of service = From 8.00 to 10.00 hours per month
- 3–7 years of service = From 9.33 to 11.67 hours per month
- 7–11 years of service = From 10.66 to 13.34 hours per month
- 11 years = From 12.00 to 15.00 hours per month

Increases the Vacation Leave accrual cap from 288 hours to 350 hours.

SICK LEAVE

Increases the maximum number of Sick Leave hours an employee may sell-back from forty (40) to eighty (80) hours, and effective October 1, 2022 requires that the accrual balance after sell-back be at least eighty (80) hours.

MISCELLANEOUS CONSIDERATION

Allows the City to consider a request for a light duty assignment when an employee incur a non-job related illness or injury. Such request will be considered on a case-by-case basis.

SAFETY AND HEALTH

Establishes a standing Safety Committee co-chaired by the City's Risk Manager and a designated union representative. The work of the committee may include safety training, accident prevention programs, safety equipment requirements and hazardous working conditions. The committee is to meet quarterly.

PROBATIONARY PERIOD - PROMOTED EMPLOYEES

Reduces the Promotional Probationary Period from one (1) year to six (6) months and removes the authority of the City Manager to remove an employee from a promotional position without cause.

Establishes the City's right to extend the Promotional Probationary Period for up to thirty (30) days for documented job performance reasons.

Allows the Probationary Period end date to be adjusted whenever an employee is absent for an extended period.

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