

SEIU-FLORIDA PUBLIC SERVICES UNION-City of Boca Raton
SUMMARY OF CBA CHANGES 2020-2023 * Provided as courtesy.. Review full language for detail**

Article	Article Title and Summary of Proposed Changes
0	Preamble- No changes
1	Recognition- No changes
2	Management Rights-2.2: Updated language to be consistent with ordinance defining civil emergencies
3	Rights of Employees: No changes
4	Union Representation: No changes
5	Non-Discrimination: 5.4: References to M/F will be construed as gender neutral
6	Dual Employment: No changes
7	Prohibition of Strikes: No changes
8	Dues Deduction: No changes
9	Bulletin Boards: No changes
10	Safety And Health: 10.8: Clarifying instances in which employees may use electronic devices while on duty to include "accessing training, compensation, or City information" in addition to breaks, and emergencies
11	Probationary Period: No changes
12	Seniority and Layoffs: No changes
13	Grievance Procedures: No changes
14	Arbitration: No changes
15	Leaves of Absence: No changes
16	Annual Leave: 16.9: Increases ability to cash out annual leave from 24 to now 40 hours, no longer in one lump sum, now must just be in one hour increments
17	Sick Leave: No changes
18	Funeral Leave: No changes
19	Military Leave: 19.1 Provides for longer leave/more compensation consistent with City policy PPM 11.3
20	Jury Leave: No changes
21	Disability Leaves of Absence: No changes
22	Holidays: Adds annual Juneteenth Holiday (6/19) to observed holidays

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23	Medical Insurance: No changes
24	Workweek and Overtime: No changes
25	On-Call/Standby: 25.2: Adds compensation language for on-call employees who handle a matter remotely to receive a minimum of 30 minutes at straight time.
26	Continuous Service Benefit: No changes
27	Attendance: No changes
28	Training And Certification: No changes
29	Tools: No changes
30	Uniforms: 30.1: Amends specific division language in A30.1, 2 and 3, instead providing that the Employer will provide “An appropriate number of uniforms to employees so that they are able to perform their duties in a safe manner. The determination of the number of uniforms to be provided shall be made by the City based on operational needs.”
31	<p>Wages: 31.1: Increases min/max of salary schedules by 3% each year; plus: Effective October 1, of each of 2022/2023/2024, each employee’s base wages shall be increased by <u>the greater of 3.75% or \$2,250 for employees with 1 through 4 full years of full-time employment as of the start of the Fiscal Year; \$3,000 for employees with 5 through 8 full years of full-time employment as of the start of the Fiscal Year; \$3500 for employees with 9 or more full years of employment as of the start of the Fiscal Year.</u></p> <p>Employees who are at or near the maximum of their pay range will receive an increase not to exceed the maximum of the pay range; any excess shall be provided as a one time non-pensionable lump sum payment.</p> <p>31.8: All employees employed as of 9/18/22 and who are continuously employed through 10/16/22 shall receive a one-time payment for services rendered in 2022-2023 in the amount <u>equal to 3% of their base wages but no less than \$3,000.</u> Employees who commence employment after 9/18/22 shall not receive the one time payment.</p>
32	Savings Clause: No changes
33	Pension/Retirement: 33.4: Effective January 1,2023 (or the beginning of the first payroll period following ratification of this agreement and adoption of an ordinance implementing this provision, if later), the City will amend the Retirement Plan to increase the multiplier for Plan C members to 2.0% (from 1.75%) for all years of service, and increase the employee pension contribution for Plan C members to 7.75% of their base wages.