

**TENTATIVE AGREEMENT  
BETWEEN THE  
CITY OF ST. PETERSBURG  
AND  
THE FLORIDA PUBLIC SERVICES UNION (FPSU)/SERVICE EMPLOYEES  
INTERNATIONAL UNION (SEIU)  
PROFESSIONAL UNIT**

Effective upon signature, the parties tentatively agree to use the current language (in the contract dated October 1, 2020 through September 30, 2023, including all MOUs and contract amendments agreed upon during that time) for the following articles for inclusion into the subsequently negotiated agreement between the parties. This tentative agreement does not obligate the parties to enter into a full contract until the remaining articles are agreed upon and ratified by both parties.


ARTICLE NUMBER AND TITLE:

1. Preamble
2. Recognition
4. Rights of Employees
6. Checkoff
7. Prohibition of Strikes
10. Seniority, Layoff and Recall
13. Savings Clause
14. Entire Agreement


Furthermore, the parties agree to incorporate any corresponding provisions from the tentatively-agreed upon articles as proposed for the blue and white collar units to the professional units.

Signed by the duly authorized representatives of the above referenced parties this 13th day of 2023.

**FOR THE CITY:**

  
\_\_\_\_\_  
Kristen Mory  
Labor Relations & Training Mgr.

**FOR THE UNION:**

  
\_\_\_\_\_  
Rick Smith  
Chief Negotiator – FPSU/SEIU



Art. 8	City TA	FPSU TA		Date
Ver. 1	<i>LM</i>	<i>RS</i>		<i>4-13-23</i>

### Article 8 – UNION COMMUNICATION

8.1 The Employer agrees to provide the Union with use of a page on its intranet to post information regarding this bargaining unit that shall be limited to:

- A. Notices of Union elections and results of such elections;
- B. Notices of Union appointments and other official Union business;
- C. Notices of Union meetings; and
- D. Notices of Union recreational and social affairs.
- E. Materials that are current. Any materials that are no longer current (i.e. information about events that are in the past) shall be removed within two (2) weeks of the event or applicable expiration date. The City shall also have the right to remove any outdated material from Union intranet page without notice to the union.

Other notices, including those that contain information other than date, time, place, and purpose, may be posted only with the prior approval of the Labor Relations Manager.

8.2 All notices shall be on official Union letterhead stationery and signed by a duly authorized Union official.

8.3 The Employer shall provide a bargaining unit employee with limited access to its internal intranet to post the above referenced information for communication with other bargaining unit employees. Said employee may use an Employer computer to post such information, but time used during such intranet access shall not be considered time worked and shall be done with prior notice and approval of said employee's supervisor.

8.4 All postings to the intranet site must be in compliance with all City Rules and Regulations and Administrative Policies, including but not limited to those regarding technology services. Any non-compliance with this Article may result in immediate loss of access to the intranet page.

100-1

100-2

100-3



FPSU PRO Agreement

City Proposal 4-13-23

Art. 11	City TA	FPSU TA	Date
Ver. 2	<i>PM</i>	<i>SS</i>	<i>4-13-23</i>

## ARTICLE 11

PAY11.1 Labor Grades and Classification Assignments

Employees in classifications covered by this Agreement shall be assigned labor grades as set forth in Appendix "A" of this Article. The Employer may update Appendix "A" if the parties agree that other job classifications should be included in or excluded from the bargaining unit.

Effective the start of fiscal year 2024 and only for the start of fiscal year 2024, all employees in this unit who are not at the maximum of the pay band, will move into the step that either matches their current salary after the General Wage Increase, or to the next highest step. This is to avoid any employees being at a pay rate that is in between steps. This is in addition to the progression increase to which an employee would be entitled. Employees with a classification date that falls within the first pay period of the fiscal year will move to the appropriate step first, then be moved to the next step provided they meet or exceed core competencies in accordance with the City's performance appraisal process.

11.2 General Wage Increase

Employees covered by this Agreement shall receive a three ~~and one half~~ percent (3.5%) general wage increase effective the first payroll beginning dates of fiscal years ~~2022 and 2023~~ *2024-26*.

11.3 Progression Increases and Pay Adjustments

*\* include current language to end of FY 23.*

Effective the first payroll beginning date of fiscal year 2024~~2~~, and continuing until the expiration of this Agreement, any eligible Professional (PRO) employee who is not at the maximum pay rate for his/her job classification, and who has met or exceeded the core competencies in accordance with the City's performance appraisal process shall receive a three percent (3%) progression pay increase on his/her respective classification anniversary date. move to the next step and receive the corresponding step increase on the first date of the payroll period that includes their respective classification anniversary date with the following exceptions.

A. This ~~progression-step~~ pay increase shall not place an employee's pay above the maximum pay rate for the respective classification. However, an employee shall receive the portion of the ~~progression-step~~ pay increase that will place the employee at the maximum pay rate for the classification.

B. In fiscal year 2026, all employees covered by this bargaining agreement who have classification dates between June 15, 2026, and September 20, 2026, shall get their progression increase on June 15, 2026, provided they have met or exceeded the core competencies in accordance with the City's performance appraisal process. This

accelerated pay increase is to help ensure the employees receive their step increases while the parties are negotiating a follow-on labor agreement.

All pay increases within this article will sunset at the end of this labor agreement term.

Employees eligible for the pay increase shall include any employee who is not at the maximum pay rate for the classification; and who

- a. ~~has not received formal discipline within the twelve (12) months preceding the employee's classification date for the following City Code of Conduct violations:~~
  - i. ~~Two (2) Employee Notices that include a Group I, Rule #14 Chronic Tardiness and/or Rule #15 Chronic Absenteeism or a combination thereof;~~
  - ~~or~~
  - ii. ~~Two (2) Employee Notices that include a Group II rule violation; or~~
  - iii. ~~One (1) Employee Notice that includes a Group III rule violation.~~
- b. ~~is not on a Performance Improvement Plan (PIP). Although such employees are not eligible to receive the progression increase while on a PIP, they may become eligible for the progression pay increase upon the successful completion of that PIP.~~

#### 11.4 Performance Increases and Pay Adjustments

The Employer reserves the right to give performance-based increases or pay adjustments on a case by case basis with the consent of the Union via memoranda of understanding. Such increases or adjustments shall not be made arbitrarily and shall be based on reasons including, but not limited to, employee retention, merit, increases in education and/or certifications and licensure, pay incongruities, etc. The Union agrees it will not unreasonably withhold consent to these adjustments and will respond in writing to the Employer within fifteen (15) calendar days about whether or not the Union is in agreement with the increase or adjustment. If the Union does not respond within the fifteen (15) days, the Union will be deemed to have consented to the adjustment or increase and the Employer may move forward with the increase or adjustment as proposed.

#### 11.5 Incentive Pay and Non-Competitive Promotions

- A. All promotional appointments within the classifications covered by this Agreement shall be made on the basis of fitness as determined by competitive examination, except when an employee receives a promotion or adjustment as a result of a job audit per Article 4, Section 8 of this Agreement.
- B. The City will provide the following incentive increases to the base pay of employees working within the positions outlined in this section as follows:
  - 1. One hundred fifteen dollars and thirty-eight cents (\$115.38) paid bi-weekly for any Planner I, II or III, ~~or~~ Urban Design and Development Coordinator.

or Historic Preservationist I, II or III who achieves and maintains the AICP certification through the American Planning Association (APA);

Commented [KLM1]: MOU dated 10/26/22

2. One hundred fifteen dollars and thirty-eight cents (\$115.38) bi-weekly for any Economic Development Officer, Economic Development Analyst, Economic Development Coordinator, or Economic Development Specialist who achieves and maintains the CECD certification from the International Economic Development Council (IEDC);
3. Thirty-eight dollars and forty-six cents (\$38.46) bi-weekly for any Planner I, II or III within the Planning and Development Services Department who achieves certification as an ISA Certified Arborist; and
4. An additional thirty-eight dollars and forty-six cents (\$38.46) bi-weekly for any Planner I, II or III within the Planning and Development Services Department who is designated an ISA Certified Arborist and achieves certification as an ISA Certified Arborist Municipal.
5. Only those employees who have achieved these certifications on or after October 1, 2016 are eligible for the increases outlined in this section.
6. Failure to maintain any of the certifications outlined in this section will result in loss of the corresponding incentive pay.

C. The Office of the City Auditor will provide an incentive increase to the base pay of an Auditor or Senior Auditor working within that department as follows:

1. A five percent (5%) increase for certification as a Certified Public Accountant (CPA);
2. A four percent (4%) increase for certification as a Certified Internal Auditor (CIA);
3. A five percent (5%) increase for certification as a Certified Information Systems Auditor (CISA);
4. A two point five percent (2.5%) increase for certification as a Certified Fraud Examiner (CFE); and
5. A two percent (2%) increase for certification as a Certified Government Auditing Professional (CGAP).
6. Failure to maintain any of the certifications outlined in this section will result in the employee forfeiting the corresponding incentive increase.

D. The Finance Department will provide a two percent (2%) increase to the base pay of an Accountant I, II, or III working within that department who obtains any of the following certifications:

1. Certified Public Accountant (CPA);
2. GFOA Certified Public Finance Officer (CPFO);
3. FGFOA Certified Government Finance Officer (CGFO); and
4. Certified Payroll Professional (CPP).

Failure to maintain any of the certifications outlined in this section will result in the employee forfeiting the corresponding incentive increase. Furthermore, the Finance Department may offer to pay for a portion of the study materials and the requisite application or testing fees subject to a repayment agreement that will be executed by the employee and a City representative prior to the outlay of any related expenses.

E. The Procurement Department will provide a two percent (2%) increase to the base pay of a Senior Procurement Analyst, Procurement Analyst, or Purchasing Specialist working within that department who obtains any of the following certifications:

1. Certified Professional Public Buyer (CPPB);
2. NIGP Certified Procurement Professional (NIGP-CPP); and
3. Certified Public Procurement Officer (CPPO)

Failure to maintain any of the certifications outlined in this section will result in the employee forfeiting the corresponding incentive increase. Furthermore, the Procurement Department may offer to pay for the study materials and the requisite application or testing fees subject to a repayment agreement that will be executed by the employee and a City representative prior to the outlay of any related expenses.

#### 11.6 Promotional Increase

Unless otherwise stated in this labor agreement, an employee who is promoted to a classification with a higher pay rate shall receive a promotional pay increase of five percent (5%) or the entry pay rate of the classification to which promoted, whichever is greater. If the employee is within three (3) to six (6) months of qualifying for an anniversary date pay increase before the promotion, the employee may, at the discretion of the Department Director, receive up to an additional two percent (2%) pay increase. If the employee has less than three (3) months before qualifying for an anniversary date pay increase, the employee may, at the discretion of the Department Director, receive up to an additional three percent (3%) pay increase. Any additional promotional increases over and above what is outlined above must be consistent with City Rules and Regulations and have prior authorization from the Human Resources Director or designee.



An employee, who takes a voluntary demotion and who does not incur a reduction in pay at the time of demotion, may not be eligible for a promotional increase when that employee is promoted to the next position following the demotion. As an example, an employee who is promoted and receives a five percent (5%) increase and takes a voluntary demotion resulting in either no reduction in pay or a reduction that is less than the five percent (5%), would not be automatically entitled to receive another five percent (5%) increase when the employee receives his/her next promotion depending on the time worked between the demotion and the next promotion, whether the employee is promoting back to the same position, and/or whether not the promotional salary is equitable considering the other employees who are working in the job classification to which the employee is being promoted.



### Draft Steps using FY23 Min/Max

PRO	1	2	3	4	5	6	7	8	9	10	11	12	13	M
PB1	\$48,693	\$50,446	\$52,262	\$54,143	\$56,093	\$58,112	\$60,204	\$62,371	\$64,617	\$66,943	\$69,353	\$71,850	\$74,436	\$77,106
PB2	\$49,192	\$50,988	\$52,849	\$54,778	\$56,777	\$58,849	\$60,997	\$63,224	\$65,531	\$67,923	\$70,402	\$72,972	\$75,636	\$78,166
PB3	\$52,354	\$54,239	\$56,191	\$58,214	\$60,310	\$62,481	\$64,730	\$67,061	\$69,475	\$71,976	\$74,567	\$77,252	\$80,033	\$82,410
PB4	\$55,682	\$57,742	\$59,879	\$62,094	\$64,392	\$66,774	\$69,245	\$71,807	\$74,464	\$77,219	\$80,076	\$83,039	\$86,111	\$88,774
PB5	\$59,405	\$61,633	\$63,944	\$66,342	\$68,830	\$71,411	\$74,089	\$76,867	\$79,749	\$82,740	\$85,843	\$89,062	\$92,402	\$95,763
PB6	\$65,874	\$68,311	\$70,839	\$73,460	\$76,178	\$78,996	\$81,919	\$84,950	\$88,094	\$91,353	\$94,733	\$98,238	\$101,873	\$105,539
PB7	\$70,554	\$73,200	\$75,945	\$78,793	\$81,747	\$84,813	\$87,993	\$91,293	\$94,717	\$98,269	\$101,954	\$105,777	\$109,744	\$113,506
PB8	\$76,211	\$79,031	\$81,955	\$84,987	\$88,132	\$91,393	\$94,774	\$98,281	\$101,917	\$105,688	\$109,599	\$113,654	\$117,859	\$122,138
PB9	\$82,243	\$85,163	\$88,186	\$91,316	\$94,558	\$97,915	\$101,391	\$104,990	\$108,718	\$112,577	\$116,574	\$120,712	\$124,997	\$129,002
PB10	\$83,408	\$86,494	\$89,694	\$93,013	\$96,455	\$100,023	\$103,724	\$107,562	\$111,542	\$115,669	\$119,949	\$124,387	\$128,989	\$133,203
PB11	\$85,925	\$89,104	\$92,401	\$95,820	\$99,365	\$103,042	\$106,854	\$110,808	\$114,908	\$119,159	\$123,568	\$128,140	\$132,882	\$137,218

### FY24

PRO	1	2	3	4	5	6	7	8	9	10	11	12	13	M
PB1	\$50,397	\$52,212	\$54,091	\$56,038	\$58,056	\$60,146	\$62,311	\$64,554	\$66,878	\$69,286	\$71,780	\$74,364	\$77,041	\$79,805
PB2	\$50,914	\$52,772	\$54,698	\$56,695	\$58,764	\$60,909	\$63,132	\$65,436	\$67,825	\$70,301	\$72,866	\$75,526	\$78,283	\$80,902
PB3	\$54,186	\$56,137	\$58,158	\$60,252	\$62,421	\$64,668	\$66,996	\$69,408	\$71,907	\$74,495	\$77,177	\$79,955	\$82,834	\$85,294
PB4	\$57,631	\$59,763	\$61,974	\$64,268	\$66,645	\$69,111	\$71,668	\$74,320	\$77,070	\$79,922	\$82,879	\$85,945	\$89,125	\$91,881
PB5	\$61,484	\$63,790	\$66,182	\$68,664	\$71,239	\$73,910	\$76,682	\$79,557	\$82,541	\$85,636	\$88,847	\$92,179	\$95,636	\$99,115
PB6	\$68,180	\$70,702	\$73,318	\$76,031	\$78,844	\$81,761	\$84,787	\$87,924	\$91,177	\$94,550	\$98,049	\$101,677	\$105,439	\$109,233
PB7	\$73,023	\$75,762	\$78,603	\$81,550	\$84,609	\$87,781	\$91,073	\$94,488	\$98,032	\$101,708	\$105,522	\$109,479	\$113,585	\$117,479
PB8	\$78,878	\$81,797	\$84,823	\$87,962	\$91,216	\$94,591	\$98,091	\$101,721	\$105,484	\$109,387	\$113,435	\$117,632	\$121,984	\$126,413
PB9	\$85,122	\$88,143	\$91,272	\$94,513	\$97,868	\$101,342	\$104,940	\$108,665	\$112,523	\$116,517	\$120,654	\$124,937	\$129,372	\$133,517
PB10	\$86,327	\$89,521	\$92,834	\$96,269	\$99,830	\$103,524	\$107,355	\$111,327	\$115,446	\$119,717	\$124,147	\$128,740	\$133,504	\$137,865
PB11	\$88,932	\$92,223	\$95,635	\$99,174	\$102,843	\$106,648	\$110,594	\$114,686	\$118,930	\$123,330	\$127,893	\$132,625	\$137,532	\$142,021

### FY25

PRO	1	2	3	4	5	6	7	8	9	10	11	12	13	M
PB1	\$52,161	\$54,039	\$55,984	\$58,000	\$60,088	\$62,251	\$64,492	\$66,814	\$69,219	\$71,711	\$74,292	\$76,967	\$79,738	\$82,598
PB2	\$52,696	\$54,619	\$56,613	\$58,679	\$60,821	\$63,041	\$65,342	\$67,727	\$70,199	\$72,761	\$75,417	\$78,170	\$81,023	\$83,733

PB3	\$56,083	\$58,102	\$60,194	\$62,361	\$64,606	\$66,931	\$69,341	\$71,837	\$74,423	\$77,102	\$79,878	\$82,754	\$85,733	\$88,280
PB4	\$59,648	\$61,855	\$64,144	\$66,517	\$68,978	\$71,530	\$74,177	\$76,921	\$79,767	\$82,719	\$85,779	\$88,953	\$92,245	\$95,097
PB5	\$63,636	\$66,022	\$68,498	\$71,067	\$73,732	\$76,497	\$79,366	\$82,342	\$85,430	\$88,633	\$91,957	\$95,405	\$98,983	\$102,584
PB6	\$70,566	\$73,177	\$75,884	\$78,692	\$81,604	\$84,623	\$87,754	\$91,001	\$94,368	\$97,860	\$101,480	\$105,235	\$109,129	\$113,056
PB7	\$75,579	\$78,413	\$81,354	\$84,405	\$87,570	\$90,854	\$94,261	\$97,796	\$101,463	\$105,268	\$109,215	\$113,311	\$117,560	\$121,590
PB8	\$81,639	\$84,660	\$87,792	\$91,040	\$94,409	\$97,902	\$101,525	\$105,281	\$109,176	\$113,216	\$117,405	\$121,749	\$126,254	\$130,837
PB9	\$88,101	\$91,228	\$94,467	\$97,821	\$101,293	\$104,889	\$108,613	\$112,468	\$116,461	\$120,595	\$124,876	\$129,310	\$133,900	\$138,190
PB10	\$89,349	\$92,655	\$96,083	\$99,638	\$103,325	\$107,148	\$111,112	\$115,223	\$119,486	\$123,907	\$128,492	\$133,246	\$138,176	\$142,690
PB11	\$92,045	\$95,451	\$98,982	\$102,645	\$106,443	\$110,381	\$114,465	\$118,700	\$123,092	\$127,647	\$132,369	\$137,267	\$142,346	\$146,991

## FY26

PRO	1	2	3	4	5	6	7	8	9	10	11	12	13	M
PB1	\$53,987	\$55,930	\$57,944	\$60,030	\$62,191	\$64,430	\$66,749	\$69,152	\$71,642	\$74,221	\$76,893	\$79,661	\$82,529	\$85,489
PB2	\$54,540	\$56,531	\$58,594	\$60,733	\$62,950	\$65,247	\$67,629	\$70,097	\$72,656	\$75,308	\$78,056	\$80,905	\$83,859	\$86,664
PB3	\$58,046	\$60,135	\$62,300	\$64,543	\$66,867	\$69,274	\$71,768	\$74,351	\$77,028	\$79,801	\$82,674	\$85,650	\$88,734	\$91,369
PB4	\$61,736	\$64,020	\$66,389	\$68,845	\$71,392	\$74,034	\$76,773	\$79,614	\$82,559	\$85,614	\$88,782	\$92,067	\$95,473	\$98,425
PB5	\$65,863	\$68,333	\$70,896	\$73,554	\$76,313	\$79,174	\$82,143	\$85,224	\$88,420	\$91,735	\$95,175	\$98,745	\$102,447	\$106,174
PB6	\$73,036	\$75,738	\$78,540	\$81,446	\$84,460	\$87,585	\$90,825	\$94,186	\$97,671	\$101,285	\$105,032	\$108,918	\$112,948	\$117,013
PB7	\$78,224	\$81,158	\$84,201	\$87,359	\$90,635	\$94,034	\$97,560	\$101,218	\$105,014	\$108,952	\$113,038	\$117,277	\$121,675	\$125,846
PB8	\$84,496	\$87,623	\$90,865	\$94,227	\$97,713	\$101,329	\$105,078	\$108,966	\$112,997	\$117,178	\$121,514	\$126,010	\$130,672	\$135,417
PB9	\$91,184	\$94,421	\$97,773	\$101,244	\$104,838	\$108,560	\$112,414	\$116,405	\$120,537	\$124,816	\$129,247	\$133,835	\$138,587	\$143,027
PB10	\$92,476	\$95,898	\$99,446	\$103,125	\$106,941	\$110,898	\$115,001	\$119,256	\$123,668	\$128,244	\$132,989	\$137,910	\$143,012	\$147,685
PB11	\$95,267	\$98,791	\$102,447	\$106,237	\$110,168	\$114,244	\$118,471	\$122,855	\$127,400	\$132,114	\$137,002	\$142,071	\$147,328	\$152,136

FPSU PRO Agreement

City Proposal 4-13-23

Art. 15	City TA	FPSU TA	Date
Ver. 1	<i>KM</i>	<i>DS</i>	<i>4-13-23</i>

### ARTICLE 15 – DURATION

15.1 Except as otherwise provided, this Agreement, after being ratified by both parties, shall take effect ~~upon the first payroll start date of fiscal year 2021~~ June 19, 2023, and shall continue in full force and effect until its expiration date the last day of ~~fiscal year 2023~~ June 18, 2026.

15.2 Should either party desire to terminate, change, or modify this Agreement as its expiration draws near, it shall notify the other party no later than ~~March~~ January 31, 2023~~6~~. In the event such notice is given, negotiations for a follow-on Agreement shall begin no later than ~~May~~ March 1, 2023~~6~~.

