

**SEIU-FLORIDA PUBLIC SERVICES UNION-City of Boynton Beach**  
**SUMMARY OF CBA CHANGES 2023**  
*\*\*\* Provided as courtesy.. Review full language for detail*

Article	Article Title and Summary of Proposed Changes
1	<b>The Preamble-</b> Adds the word "The" to the Article
2	<b>Recognition-</b> No changes
3	<b>Non-Discrimination:</b> No changes
4	<b>Strikes-</b> No changes
5	<b>Management Rights-</b> No changes
6	<b>Rights of Bargaining Unit Members-</b> No changes
7	<b>Union Representation-</b> No changes
8	<b>Collective Bargaining-</b> 8.2-Allows two more stewards to participate in bargaining while on duty starting next CBA
9	<b>Labor Management-</b> No changes
10	<b>Posting of Agreement-</b> No changes
11	<b>Savings Clause-</b> No changes
12	<b>Collateral Documents-</b> No changes
13	<b>Modification of Conditions-</b> No changes
14	<b>Entire Agreement and Non-Waiver Provision-</b> No changes
15	<b>Dues Deduction-</b> No changes (Note... not legal under FSS due to SB256...good to keep in case law overturned)
16	<b>Use of GPS, Tracking and Monitoring Systems-</b> No changes
17	<b>Bulletin Boards-</b> No changes
18	<b>Personnel Files and Bargaining Unit Information-</b> No changes
19	<b>Recruitment and Selection-</b> No changes
20	<b>Probationary Period-</b> Reduces probationary period from 1 year to 6 months. Eliminates career path probation.
21	<b>Promotion, Demotion, Lateral Transfer and Reclassification-</b> Removes 6 month career path promotion probations, allows for higher percentage increases than in policy with agreement from City Mgr within budgetary constraints
22	<b>Seniority and Layoff-</b> No changes
23	<b>Discipline and Performance Management-</b> 23.3.1.3- limits the timeframe the City may keep investigation open to 6 months
24	<b>Grievance and Arbitration-</b> No changes
25	<b>Insurance-</b> Maintains current insurance benefits with City and Union agreeing to reopen for new plan designs in June 2023. City and Union discussing additional insurance benefits through coalition bargaining with PBA and IAFF
26	<b>Pension-</b> Maintains current pension benefits- with the City and Union agreeing to reopen again in June 2024 to

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	allow for DROP extension
27	<b>Hours of Work, Overtime and Breaks-</b> Moves shift bidding language in Addendum A to article. Adds Holiday time to calculation of overtime. Adds police records "The wheel" OT language from Addendum B. New police department employees 5% shift differential for those who work from 6pm-6am. Moved 911 referral bonus from Addendum G into article and extended duration.
28	<b>Compensatory Time-</b> Increases max accrual of comp time from 80 to 120 hours and allows for its usage over the next fiscal year rather than the quarter it was earned.
29	<b>Holidays-</b> Adds Juneteenth holiday, provides an hour for hour benefit for workers who work 10 or 12 hour shifts
30	<b>Wages-</b> Effective 10/1/2023, all workers who were actively employed as of 9/30/23 and who have not terminated before ratification of the agreement will receive an <b>eight percent (8%)</b> increase to their hourly base rate effective 10/1/23. Employees at the maximum of their pay grades will receive an equivalent lump sum. However, in year one, the City and Union will discuss the salary ranges, on or about August 2023.  Effective 10/1/2024, all workers who were actively employed as of 9/30/24 and who have not terminated before ratification of the agreement will receive a <b>five percent (5%)</b> increase to their hourly base rate effective 10/1/24. Employees at the maximum of their pay grades will receive an equivalent lump sum.  Effective 10/1/2025, all workers who were actively employed as of 9/30/25 and who have not terminated before ratification of the agreement will receive a <b>two percent (2%)</b> increase to their hourly base rate effective 10/1/24. Employees at the maximum of their pay grades will receive an equivalent lump sum.
31	<b>Standby, Call Back and Other Assignment Incentive Pay- Standby:</b> Increases standby rate to be not less than 2 hours of pay, up from 1.5 hours. Change in the callout procedures. Moves FLS personnel standby language from Addendum D and sets limits on on-call frequency except in instances where there is low manpower.  Codifies court standby pay to echo current practice, mirror PBA agreement.  <b>Callout:</b> If an employee is called out, he/she will receive a minimum of 4 hours at time and a half pay, no matter the time, for the first call out. For instances in which there are 3 or more call outs during a callout period, the employee will receive an additional four hour minimum. Note...this will not apply to CSI, due to their high callout frequency.)
32	<b>Certifications and Professional Licenses-</b> City will now fund application/registration/testing fees on the front end rather than have employees pay and be reimbursed. New Educational Benefit... applied upon ratification, going forward and for those employees who earn a degree earned 10/1/2020 or later, (while employed by the City) they'll receive a 2.5% increase for an AA or equivalent credits, 5% for Bachelors and Masters degrees.  The City and Union agree to discuss the creation of a professional license/certification incentive policy by 1/31/23.  Creation of new Language Proficiency Incentive (0.50) for Creole or Spanish speakers to be implemented by 11/15/23.
33	<b>Emergency Pay Policy-</b> Updated ordinance reference
34	<b>Out of Class Assignment Pay:</b> Increases out of class pay from 5% to 7% when workers are assigned.
35	<b>Training Assignment Pay:</b> Increases training assignment pay from 5 to 7%. City and Union will work to create a cross training program by January 2024.
36	<b>Vacation:</b> Allows for use of vacation in 15 minute increments versus previously 30 min.
37	<b>Sick Leave:</b> Creates a red flag process for employer to discipline in cases of sick leave abuse with pre-disciplinary notification to employees, with an appeal process.

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38	<b>Compassionate Leave-</b> No changes
39	<b>Jury Duty-</b> No changes.
40	<b>Unauthorized Leave-</b> Adds designee to City Manager notification
41	<b>Leaves of Absence:</b> Creates new paid parental leave of up to 4 weeks for new parents (Employees have to have worked for City for at least 12 months and worked 1,250 hours in previous year.
42	<b>Modified Work (Light Duty)</b> No changes
43	<b>Workers Compensation-</b> No changes
44	<b>Safety And Health-</b> eliminates a BC reference
45	<b>Drug Free Workplace Policy-</b> No changes
46	<b>Uniforms and Allowances-</b> moves uniform Addendum F and eliminates BC reference. Creates shoe voucher. Adds community standards specialist employees to those who receive benefit
47	<b>Tuition Assistance Program-</b> No changes
48	<b>Bonus Hours-</b> Increases eligibility for employees to receive an additional 8 hours per year
49	<b>Articles to Be Reopened During Agreement Term-</b> Allows for reopening of insurance and pension
50	<b>Duration-</b> 3 years
XX	<b>Addendums.</b> A- Keeps drug free workplace policy, B-classifications in the agreement

There will be a ratification vote held on Wednesday, May 3 through Friday, May 5th to ratify these changes. (See below). All bargaining unit members are permitted to vote, regardless of membership