

SUMMARY of City of Orlando Management's Proposal  
10/28/2025

This is provided as a courtesy summary and is not intended to replace knowledge of or substitute for the actual proposal language.

Full Proposal is here:

<https://www.seiufpsu.org/wp-content/uploads/2025/10/City-Packet-10-28-2025.pdf>

PCL = Prior Contract Language (no change)

<b>ARTICLE</b>	<b>Proposed Change</b>
10 - Grievance Procedure	PCL
13- Personal Leave	13.10 - Increase of annual buy down from 80hrs to 100hrs
21 - Health and Welfare	21.1.D - SEIU covered workers can choose to opt-in to any optional health insurance Pilot Program initiated by the City
22 - Discipline and Discharge	22.1 - Limitation on length of investigations 22.2 - relocate language on notice of ending investigations
25 - Working Out of Classification	PCL
26 - Workweek and Overtime	PCL
27 - Prevailing Rights	TA'd on 10/22/2025
29 - Educational Reimbursement	PCL
32 - Pay Plan	32.1 - Conditional ReOpener on Article 32 in the event of any changes to Property Tax in the State Constitution, 2% floor on adjustments. 32.1 - 4% year one with Retro Pay back to Sept. 28, 2025, all mins and maxs move 32.1 - 4% year two, all Mins and Maxs move 32.1 - 4% year three, all Mins and Maxs move 32.15 - OPD ECS and ECS Supers, with OFD ECS Supers Meal Stipend of \$15 when Mandated 4 hrs without prior notice