

CWA Collective Bargaining Agreement Overview of Changes

Article 3, Rights of Parties

Deleted language that the City shall deduct dues. Added that the Union shall be responsible for the collection and the record keeping of all dues taken from the bargaining unit, and the City shall not be responsible for the collection or record keeping of all dues taken from the bargaining unit.

Article 7, Personnel Practices

Added employees will only be paid for hours worked and will not be paid for hours scheduled, unless otherwise stated in this Agreement.

Increased the percentage from 10% to 15% for the placement of a candidate above the established entry of the salary range based on candidate's job-related education, training, and experience.

Added no employees will be considered for a promotion while under investigation or on a development plan.

Added an employee who has been appointed to another position may voluntarily return to their previous position within six months of the appointment, subject to Department Director approval and the previous position being vacant. This shall not include involuntary appointments.

Deleted paycheck language and updated that employees are encouraged to enroll in direct deposit. Those not enrolled in direct deposit will be issued their bi-weekly paycheck via pay card.

Article 8, Leaves of Absence

Added Juneteenth to the Designated Holidays list.

Increased vacation accrual rates to:

Vacation Accrual for Employees

Years of Service	Hourly Accrual	Vacation Days
0-2	.0577	15
3	.0616	16
4	.0654	17
5	.0693	18
6	.0731	19
7 – and over	.0770	20

Increased vacation cap to 320 hours.

Deleted new part-time employees who have not obtained 1040 hours are not paid for any accrued vacation leave.

Replaced the term Bonus Leave Days with Sick Leave Incentive Days.

Updated language under the Leaves of Absence Without Pay. In no event shall the additional medical leave of absence following the expiration of an employee's Family Medical Leave exceed sixty days.

Added Vacation Buyback language. In a payroll calendar year, a 40-hour employee who has used 40 hours may buy 80 hours (must have minimum of 80 hours in vacation bank), a 37.5 hour employee who has used 37.5 hours may buy back 75 hours (must have a minimum of 75 hours in vacation bank).

Article 9, Wages & Compensation

2% increase to minimums and maximums of the pay plan in the first year.

8% merit pay increase in the first year.

Pay increases are retroactive to October 1, 2023.

Wage re-opener for years two and three.

Longevity award was increased per the chart below

<u>Years</u> <u>Employment</u>	<u>of</u> <u>Annual Longevity</u> <u>Award Amount</u>
1 - 4	\$250
5 - 11	\$500
12 - 19	\$750
20 & greater	\$1,000

Added language that sick leave, vacation leave, funeral leave, and other time not worked shall not count as hours worked for overtime purposes. Designated City holidays, floating holidays, jury duty, and court time shall count as hours worked for overtime purposes.

Increased meal money from \$10 to \$25.

Increased Standby Rates.

Monday – Friday \$35 to \$50

Saturday – Sunday \$40 to \$70

Holidays \$45 to \$80

Increased tuition reimbursement from \$1500 to \$2500.

Article 15, Duration, Modification and Termination

Updated dates and added that this agreement and the City's responsibilities under this Agreement shall terminate upon decertification of the Union or the suspension or revocation of the Union's certification by the Florida Public Employee Relations Commission.