



## Legislation Text

File #: 20-0582, Version: 1

MOTION TO APPROVE THE PROPOSED COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PEMBROKE PINES AND THE POLICE BENEVOLENT ASSOCIATION FOR THE TERM OCTOBER 1, 2019 THROUGH SEPTEMBER 30, 2022.

**The Agreement is pending ratification of the collective bargaining agreement which is anticipated to occur within two weeks. The material changes to the current CBA are as follows:**

- 1) Term - October 1, 2019 to September 30, 2022.
- 2) Wages - Merit Increases as follows (satisfactory review required):

Effective Date	Merit Increase Amount
10/1/19	5.0%
10/1/20	4.0%
10/1/21	4.5%
- 3) Clarification of Seniority Date.
- 4) Clarification of overtime call out listing.
- 5) Clarification of "state of emergency" over time pay for emergency related functions.
- 6) Bereavement Leave - additional family member added (great grandparents and step children).
- 7) Promotional Qualifications - For Sergeant Position, must have five years of continuous service vs. six years.
- 8) Assignment Pay - 3% for certain assignments effective October 1, 2020
- 9) Shift Pay - increase from \$0.75/hour for Alpha Shift to 3% for Alpha Shift and 2% for Charlie Shift effective October 1, 2021.
- 10) Clarification of off-duty detail administration and rules.

### **The financial impact -**

The estimated financial impact of the modified terms of the CBA is as follows (non-cumulative):

<u>Fiscal Year</u>	<u>Financial Impact</u>
2019/2020	\$2,017,000
2020/2021	\$2,083,000
2021/2020	\$2,671,000

