

AGREEMENT

BETWEEN

CITY OF BOYNTON BEACH, FLORIDA

AND

**PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION**

POLICE LIEUTENANTS

FOR A TERM ENDING SEPTEMBER 30, 2016

TABLE OF CONTENTS

ARTICLE	PAGE NO
1 Preamble	4
2 Recognition and Notice	5
3 Non-Discrimination	6
4 Dues Deduction	7
5 Union Business	8
6 Bulletin Board	9
7L Temporary Assignment	10
8L Vacancies and Probation	11
9 Management Rights	12
10 Advisory Committee	13
11L Outside Employment	14
12L Rate of Pay	15
13L Seniority	16
14L Call-Back Pay	17
15 Uniforms	18
16 Physician Services and Immunizations	19
17 Group Insurance	21
18 Leaves	22
18L Personal Time	25
19 Holidays	26
20 Funeral Expenses	27
21 Equipment Maintenance & Safety	28
22 Training	29
23L Article Reserved	31
24 Personnel Records	32
25 Legal Action	33
26 Discipline	34
26B Appeals of Disciplinary Action	36
27 Grievance and Arbitration Procedure	38
28 Personal Vehicles	41
29 Drug Testing	42
30 Posting	43
31 Complete Agreement and Waiver Clause	44
32 Severability	45
33 Duration	46

34	Take Home Vehicles	47
35	Article Reserved	48
36	Article Reserved	49
37	Off-Duty Details (Secondary Employment)	50
38L	Article Reserved	52
39L	No Strike or Lock-Out	53
40L	Workers' Comp and Duty Disability	54
41L	Qualifications for a Bargaining Unit Position	55
	Signature Page	56
A1	Appendix 1 – Wage Matrix	57



TA – PBA



TA - City

ARTICLE 1


PREAMBLE

This Agreement is entered into by the City of Boynton Beach, Florida, hereinafter referred to as the "City" and Palm Beach County Police Benevolent Association, Inc., located in West Palm Beach, Florida, hereinafter referred to as the "PBA", for the purpose of setting forth the Parties' Agreements regarding rights, wages, hours, terms, and conditions of employment, and benefits.



TA - PBA

Page 4 of 57


TA - City

ARTICLE 2

RECOGNITION AND NOTICE

The City recognizes the Palm Beach County Police Benevolent Association ("PBA") as the exclusive representative for the purpose of collective bargaining with respect to wages, hours and terms and conditions of employment for the bargaining unit consisting of all full time sworn police officers within the following job classification: Police Lieutenant or as modified by PERC. The term "member" or "employee" will mean any member in the bargaining unit.


The PBA recognizes the City Manager, the City's chief executive officer, or her designees as the exclusive City representative(s) for the purpose of collective bargaining with respect to the wages, hours and terms and conditions of employment of PBA bargaining unit employees.

All notices concerning the wages, benefits, and conditions of employment of bargaining employees to the PBA will be addressed to the attention of PBA President with a copy to the PBA General Counsel and mailed or delivered to 2100 N. Florida Mango Road, West Palm Beach, FL 33409. If changes occur, the PBA will advise the City in writing of the names and addresses of other PBA representatives, if any, who are authorized to accept notices from the City. Notice by the City to anyone other than those persons designated by the PBA does not satisfy legal notice and is not binding on the PBA.

All notices to the City will be addressed to the City Manager with a copy to the City HR Director and mailed to 100 E. Boynton Beach Boulevard, Boynton Beach, FL 33435. If changes occur, the City will advise the PBA in writing of the names and addresses of other City representatives, if any, who are authorized to accept notices from the PBA. Notice by the PBA to anyone other than those persons designated by the City Manager does not satisfy legal notice and is not binding on the City.


TA - PBA

Page 5 of 57


TA City

ARTICLE 3
NON-DISCRIMINATION

The City will not interfere with the rights of officers to become members of the PBA, and there shall be no discrimination, interference, restraint or coercion by the City, or any City representative, against any officer because of membership or because of any activity in any official capacity on behalf of the PBA. The PBA shall not discriminate against any bargaining unit member who fails to join the PBA, as provided by law.

The City and the PBA oppose discriminatory behavior of any nature. The City and the PBA shall work jointly to eradicate discriminatory conduct in the work place. To that end, the City and the PBA agree that both Parties have an affirmative duty to act against discriminatory behavior when it occurs in their presence or comes to their attention. Discriminatory conduct by an employee can result in disciplinary action up to and including termination. Discriminatory conduct means any communication, verbal or non-verbal, which is unwelcome, objectionable, or not acceptable, desired, or solicited and relates to race, sex, color, religion, national origin, handicap, familial status, sexual orientation, age, or marital status.



TA - PBA



TA - City

ARTICLE 4

DUES DEDUCTION

Upon receipt of a notice from the PBA and approved by the City which has been voluntarily executed by a City employee who is a member of the bargaining unit, the City will deduct from the pay due the employee, those dues and uniform assessments required to retain PBA membership as certified by the PBA. The total amount of deductions shall be remitted each month by the City to the Treasurer of the PBA. This authorization shall remain in full force and effect during the term of this Agreement or for thirty (30) days after notification of the revocation of the authorization to deduct by the employee.



TA - PBA



TA City

ARTICLE 5

UNION BUSINESS

Section 1. Elected PBA representatives who are on duty may be granted paid leave to engage in representation activities on behalf of the PBA or any member as follows:

- A. Engaging in collective bargaining with the representatives of the CITY.
- B. Processing of grievances.
- C. Accompanying a fellow employee when:
 - 1. The employee is required to appear at a hearing related to a grievance.
 - 2. The employee is presenting or responding to a grievance.
 - 3. The employee is subject to questioning and believes (s)he may be disciplined. The City may negate the employee's concern regarding discipline by written confirmation to the officer that (s)he will not be disciplined based on answers provided in the questioning.
 - 4. The employee is attending a pre-determination hearing.

The CITY may deny a request for time off if it interferes with productivity or staffing needs. However, the exercise of such right on the CITY'S part shall not allow the CITY to proceed in a manner which deprives the employee of his or her right of representation.

A PBA representative employed by the City may be permitted to take unpaid leave to attend functions of the PBA. If the leave results in the City incurring overtime directly related to the absence, the City will not approve the request.

Section 2. No employee may engage in PBA business or use City equipment or property while on duty except as referenced in Section 1.



TA – PBA


TA City

ARTICLE 6

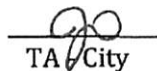
BULLETIN BOARD

The City will provide bulletin board space; one in the Line Up Room and one in the Investigative Services Section for the exclusive use of the PBA, for posting bulletins, notices and other union material. The Union will supply locking style bulletin boards. A notice or item placed on the bulletin board shall bear, on its face, the legible designation of the PBA responsible for placing of this notice or item on the bulletin board. The Union will hold harmless and indemnify the City for all claims or actions arising from materials placed on the bulletin board.



TA - PBA

Page 9 of 57


TA City

ARTICLE 7L

TEMPORARY ASSIGNMENT

Section 1. Lieutenants acting in the capacity of Senior Staff Officer shall be paid seven percent (7%) above the Lieutenant's regular rate of pay during the time assigned as Senior Staff Officer.

ARTICLE 8L

VACANCIES AND PROBATION

- Section 1. Vacant positions shall be filled by the City through recruitment and selection of employees on the basis of their qualifications and relative knowledge, abilities, and skills. The decision to fill a vacant position is reserved to the discretion of the City Manager.
- Section 2. All newly promoted Police Lieutenants have a probationary period of one (1) year from the date of promotion.



TA - PBA



TA City

ARTICLE 9

MANAGEMENT RIGHTS

Section 1. It is the right of the City to determine unilaterally the purpose of its Police Department, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the right of the City to direct its employees, take disciplinary action for proper cause, and relieve its employees from duty because of lack of work or for other legitimate reasons. However, the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequence of violating the terms and conditions of any collective bargaining agreement in force.

If the City fails to exercise any one or more of the above functions from time to time, it shall not be deemed a waiver of the City's right to exercise any or all of such functions. Any right or privilege of the City not specifically relinquished by the City in this Agreement or limited by law shall remain with the City.



TA - PBA



TA - City

ARTICLE 10
ADVISORY COMMITTEE

Section 1. By mutual agreement between the City and the PBA, they may establish a joint committee. The PBA membership shall consist of persons designated by the PBA from within the position classifications covered by this Agreement, and members designated by the Chief of Police shall consist of persons within the Department, but outside the bargaining unit.

Section 2. This committee may meet as needed by mutual consent, and meetings may be held between the hours of 8:00 A.M. and 5:00 P.M., Monday through Friday or at another mutually agreeable time. If a meeting is held during working hours of an employee participant, said participant may be excused without loss of pay for that purpose. Attendance for a meeting outside of regular working hours shall not be deemed as time worked and participants will not receive additional pay or leave benefits.

Section 3. Attendance by other than members of the PBA and City Administrative Officers will be by agreement of a majority of the members of the Committee and shall first receive the approval of the Chief of Police.



TA – PBA

Page 13 of 57



TA City

ARTICLE 11L

OUTSIDE EMPLOYMENT

Section 1.

An employee may engage in outside employment, (including off-duty detail or self-employment) with the approval of the City Manager and with the understanding that the employee's primary duty, obligation and responsibility is to the City. Outside employment shall not be permitted when the City Manager determines that such outside employment would result in a conflict of interest, interfere with the employee's City work schedule, or otherwise be a conflict with the employee's employment with the City. To request approval, an employee should:

- (a) File an "Outside Employment Request Form & Affidavit" with the Human Resources Department. The employee must notify the Human Resources Department of changes in conditions of any outside employment.
- (b) Make arrangements with the outside employer to be relieved from duty if called for work by the City.
- (c) An employee must report all injuries sustained during any outside employment to the employee's supervisor at the City prior to the employee's next scheduled work day at the City. An employee's failure to report an injury sustained during outside employment shall be grounds for corrective action.



TA - PBA



TA - City

ARTICLE 12L

RATE OF PAY

Section 1.

Effective October 1, 2014, employees will receive a one time wage adjustment as depicted in the matrix attached as Appendix 1. The percentage value of the increase is variable within the bargaining unit to reflect length of service and periods of wage freeze. The step plan is discontinued.

The City and PBA will reopen wage negotiations in May 2015 for the wages for the third and final year of this Agreement (Fiscal Year 2015-2016).

No employee will receive a base wage increase that will take their base pay over top out pay.

Effective October 1, 2014, the minimum/maximum base pay for the bargaining unit position is:

Lieutenant: \$101,295.79 - \$124,087.35.



TA - PBA



TA City

ARTICLE 13L

SENIORITY

Section 1. Seniority shall be computed from the date of promotion. If two (2) lieutenants have the same date of promotion, the date of initial promotion to the rank of Sergeant shall be the determining factor.

Section 2. Seniority shall accumulate during all authorized leaves.


Section 3. Seniority shall be the determining factor for the selection of vacations.

Section 4. The City shall have the right to determine the number of lieutenants assigned to each division and each shift.

Section 5. For lay-offs and other non-disciplinary reductions in personnel, Police Lieutenants will displace lower ranking officers in the event that the department is required to lay-off personnel. An example would be: if a police lieutenant's position is to be abolished, the incumbent with the least seniority in the position of lieutenant would displace a Police Sergeant, who would displace a Police Officer, who would displace any probationary or provisional or temporary, or be separated as the case may require.

Section 6. Bargaining unit members who are demoted, voluntarily or involuntarily, will regain the rank from which they were promoted.


TA - PBA


TA - City

ARTICLE 14L
CALL-BACK PAY

Section 1. The Union and City agree that each Bargaining Unit member is an exempt status employee under FLSA, not eligible for overtime payments

Section 2. Employees will be called back to duty on the basis of seniority in the rank of lieutenant.

GL

TA - PBA

JD

TA - City

ARTICLE 15

UNIFORMS

Section 1. The City will provide up to three (3) full uniforms per year and shoes every six (6) months on an as-need basis. Purchase of shoes shall be limited to \$150.00 per pair. The City will supply replacements for the parts of the uniform when replacement is appropriate, as determined by the Chief, and if adequate funds are available in the City Budget. The Detectives and other members of the bargaining unit assigned to plain clothes duty will receive, in lieu of uniforms, for clothing used at work, up to a total of \$1,600.00 a fiscal year, limited to \$400.00 installments at the end of each quarter and pro-rated as appropriate. For bargaining unit members assigned to plain clothes duty, who receive clothing, i.e. polo shirts, to wear in the performance of their duties, will have the cost of such clothing deducted from the \$400.00 in the quarter following the date such clothing was ordered.

Section 2. Reimbursement, replacement or repair of personal clothing and equipment will be according to current department policies and procedures. The replacement will require the approval of the Chief of Police. The Detective or Uniformed Officer claiming a replacement will be required to include, with his/her claim, an explanation of the circumstances of the damage and appropriate reports concerning the incident where damage to his uniform took place. This allowance shall commence from the date of assignment on a pro-rated basis. Uniformed Officers assigned to plain clothes duty for more than three (3) months at a time will receive clothing allowance in accord with the above for the three (3) months and pro-rated thereafter.

Section 3. The City will bear the cost of cleaning ten (10) issued uniform pieces per week for the contract year. The City shall notify those employees that are eligible, to take their uniforms only to the approved dry cleaning establishment in Boynton Beach selected by the City. Detectives and other members assigned to plain clothes will be given a cash cleaning supplement equivalent to the cleaning benefit provided to uniform officers. This will be paid at the end of each quarter of the contract year. This allowance shall commence from the date of assignment on a pro-rated basis.

ARTICLE 16

PHYSICIAN SERVICES AND IMMUNIZATIONS

Section 1.

A. The City shall provide a thorough annual physical examination, for each bargaining unit member of the Police Department. Appointments for those examinations will be made by the Police Department administration and will correspond with the employee's on-duty time.

B. It is the responsibility of the employee to ensure that the physical exam, as noted in Section 'A', and all necessary follow-up testing be completed in a timely manner, as scheduled. Failure to do so, due to the importance of certification of fitness for duty, will result in the employee being placed in an unpaid leave status until such time as the full exam process is completed. Employees will be given opportunities to schedule appointments and/or associated medical tests while on duty.

C. Pursuant to the Florida Worker's Compensation Act, F.S. 440, as amended from time to time, and the Law Enforcement Heart and Lung Bill, F.S. 112.18, as amended from time to time, expenses related to diagnostic testing for an employee's 'fitness for return to duty', and expenses related to a duty-connected injury or illness will be the responsibility of the City.

Section 2. The City shall provide for any immunizations or medical treatment as needed for protection from cuts or exposure to disease suffered in the line of duty.

A. The City shall bear the cost of lead testing for the Range Instructors.

B. The City will provide for AIDS and Hepatitis screening in instances where a member is exposed to situations or persons presenting a biological contamination threat.

Section 3. Immunization

A. The City shall provide an immunization schedule during the life of this Agreement for all bargaining unit members as a means of protection from the following:

B. Hepatitis – Type B: Members who refuse to be immunized for Hepatitis Type B and who later contract that disease shall not be presumed to have contracted the disease while on duty.

C. Hepatitis – Type A: Offered to all members of the bargaining unit covered by this agreement.

Members who refuse to be immunized for Hepatitis Type A and who later contract that disease shall not be presumed to have contracted the disease while on duty.

D. The City shall offer flu shots for all members as a means of protection from contracting the flu while working during flu season.

Section 4. It shall be mandatory for the City to notify the employee when documentation exists that the employee was significantly exposed to a communicable disease in the line of duty only after such documentation is brought to the attention of the City. If an employee contracts a communicable disease as listed in Section 112.181 of the Florida Statutes, as amended from time to time, then it shall be presumed that the employee contracted that disease while on duty, except as stated in this Article, Sections 3-B and 3-C. Record keeping and notification of known exposures shall be as required by Chapter 112.181 Florida Statutes, as amended from time to time.



TA – PBA



TA City

ARTICLE 17

GROUP INSURANCE

Section 1. Medical, Vision and Dental Insurance

The City shall pay the total medical, vision and dental insurance premium for all bargaining unit members. The members will pay the full cost of medical, vision and dental insurance for their dependents. October 1, 2014 coverage levels and benefits shall remain in effect until September 30, 2015 unless otherwise negotiated by the Parties.

Should the employees' cost to provide dependent coverage for their dependents increase more than 15% during fiscal year 2014-15 the City and PBA will reopen negotiations to bargain the impact of the increases on employees.

Section 2. Life Insurance

Members of the bargaining unit shall be covered by \$35,000 of group life insurance with the premium paid by the City.

Section 3. The City shall pay the premium for a Fifty Thousand Dollar (\$50,000.00) life insurance policy to all bargaining unit members at no expense to the employee. The policy shall bear a double indemnify provision for death occurring in the line of duty. This shall be in addition to any other benefits required by State or Federal law.



TA - PBA



TA - City

ARTICLE 18

LEAVES

Section 1. Annual Leave - Vacation

A. All employees will follow the following vacation schedule:

<u>Years of Service</u>	<u>Vacation Hours</u>
<u>1 year</u>	<u>96</u>
<u>2 years</u>	<u>120</u>
<u>3 years</u>	<u>120</u>
<u>4 years</u>	<u>128</u>
<u>5 years</u>	<u>136</u>
<u>6 years</u>	<u>144</u>
<u>7 years</u>	<u>152</u>
<u>8 years</u>	<u>160</u>
<u>9 years</u>	<u>168</u>
<u>10 years</u>	<u>176</u>
<u>11 years</u>	<u>176</u>
<u>12 years</u>	<u>176</u>
<u>13 years</u>	<u>176</u>
<u>14 years</u>	<u>176</u>
<u>15 years</u>	<u>176</u>
<u>16 years</u>	<u>192</u>
<u>17 years</u>	<u>192</u>
<u>18 years</u>	<u>192</u>
<u>19 years</u>	<u>192</u>
<u>20 years</u>	<u>192</u>
<u>21 years & after</u>	<u>200</u>

B. Vacation requests may be submitted from 14 - 45 days in advance for vacation. In the event of conflicting requests for vacation dates, the senior member request shall prevail if it was submitted thirty (30) days prior to the date or dates requested. Vacations of two days or less may be made with twenty-four (24) hours advance notice or less. All other requests submitted less than 30 days shall be on a first come first serve basis regardless of seniority.

C. Request for emergency vacation leave will considered individually by the Chief.

Section 2. Sick Leave

- A. Employees will earn ninety-six (96) hours of sick leave per year at the rate of eight (8) hours per month. The use of sick leave will be in accordance with the Personnel Policy Manual and Police Department Rules and Regulations, as applicable.
- B. Employees who have more than one hundred twenty (120) hours of sick leave as October 1, of any contract year may convert 50% of the excess over one hundred twenty (120) hours to a cash straight time payment not to exceed one hundred (100) hours in any fiscal year.
- C. Sharing Sick Leave
 - 1. The City will permit an employee to donate accrued sick leave time to another employee whenever extraordinary circumstances require the designated employee to be absent from work for a lengthy period of time when that employee has exhausted all accrued sick leave and vacation leave.
 - 2. Extraordinary circumstances shall be defined as lengthy hospitalization, extended illness, or injury, of the member or the members immediate family.
- E. Sick leave for medical appointments is permissible and should be scheduled at least 48 hours prior to the appointment when possible.
- F. No member shall be placed on restricted sick leave unless that member has had a counseling session, with at least a Watch Lieutenant (Lieutenant rank only). During that counseling session, the member will be informed of the reasons he or she is being considered for restricted sick leave. At that time, the member will be given an opportunity to explain the sick days taken. When a member is placed on restricted sick

GL
TA - PBA

JO
TA - City

leave, the member will be notified in writing of that fact. A unit member placed on restricted sick leave shall be re-evaluated in six months. If not re-evaluated within ten working days after the six month period the unit member will be removed from restricted sick leave. No employee shall be subjected to "house calls" by supervisors or their designees unless they have been placed on formal restricted sick leave or a documented reason for the visit is produced on each and every occasion and forwarded up the chain of command.

- G. At the employee's option, the employee may convert excess sick leave time as defined in accordance with this section to vacation time not to exceed forty (40) hours, to be transacted in the first month of the calendar year.

Section 3. Bereavement Days

Compassionate Leave: In the event of the death of the mother, father, foster parents, brother, sister, husband, wife, son, daughter, grandparents, grandchildren, mother-in-law, father-in-law, sister-in-law or brother-in-law, grandparents of spouse and any permanent family member of the household, such employee shall be entitled to paid compassionate leave not to exceed three (3) consecutive shifts for any one death. However, if it is necessary for the employee to leave the State in connection with the internment of the deceased, five (5) consecutive shifts shall be allowed. Employees must verify attendance in writing, in order to be eligible for this article. The City Manager may grant additional leave under this section, except that such additional leave shall be debited against the employee's accrued sick or annual leave.

GL

TA – PBA

GO

TA – City

ARTICLE 18L

PERSONAL TIME

Section 1. All Lieutenants shall receive, in addition to the existing vacation accruals, 100 hours of personal time for Fiscal Year 2014-2015 and 90 hours of personal time for Fiscal Year 2015-2016. Effective upon ratification, the provisions of the City's Management Package for additional vacation hours no longer apply to the bargaining unit. The hours of personal time per fiscal year are not accruable and must be used within each fiscal year.

Those members scheduled to work an 11.5-hour shift who are granted personal time, shall only have their personal time accrual charged 8-hours for the day, only when personal time is taken in 8 hour increments.

ARTICLE 19

HOLIDAYS

Section 1. The City will pay eight (8) hours of straight time pay for the following Holidays whether worked or not:

New Year's Day
Martin Luther King, Jr. Day
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving
Christmas Eve
Christmas Day

Section 2. An employee will receive 1.5 times their rate of pay for hours actually worked on the actual holiday.

Section 3. The City agrees that bargaining unit members' hours of work and/or work schedule shall not be altered to avoid the payment of holiday pay or hours.



TA - PBA

Page 26 of 57



TA - City

ARTICLE 20

FUNERAL EXPENSES

Section 1. The City will make a payment of \$15,000.00 to the beneficiary of bargaining unit employees considered by law to have expired in the line of duty.

Section 2. All employees shall, on a form to be supplied by the Chief of Police or his authorized representative, designate by name and address, the individual to whom such funds are to be paid. In the event of conflicting claims for payment, the City will interplead the funds by court proceeding if the parties with conflicting claims cannot resolve their dispute within sixty (60) days.

ARTICLE 21

EQUIPMENT MAINTENANCE & SAFETY

The City will maintain vehicles and equipment in a safe condition and in accordance with law or ordinances.

Bargaining unit members accept the responsibility for checking vehicles prior to use and for completing City provided forms for any defects which are discovered.

Concerns about unsafe condition will be brought to the attention of the immediate Supervisor who will make a judgment call concerning the need for immediate repair prior to use. If the Bargaining Unit Member does not agree with the immediate Supervisor he/she may ask that the next level of supervision review his/her concern, and that Shift Commander will be the final judge on the safety of the equipment and the appropriate action to take at that time.


TA - PBA

Page 28 of 57


TA City

ARTICLE 22

TRAINING

Section 1. All training required of the officer by the Police Department when off duty will be compensated at time and one half, except for training or travel activities that are off site and considered to be seminars, conferences, and special programs where expenses incurred are paid for by the City.

Section 2. Weapons Training

The content and course of weapons training will be established by the Chief of Police. Each member will be allowed three opportunities to meet prescribed qualification standards. If the officer does not qualify in three attempts, they will be required to qualify on their own time and expense to remain eligible for employment as law enforcement officers.

Section 3. College Tuition Reimbursement

A. The City will provide for those members who attend colleges and/or universities an incentive of paid tuition and books based upon the grade received for that class. The member is to pay for the tuition and books and be reimbursed, at state college/university rates. Reimbursement rate percentages are as follows:

"A" equals 100% of tuition and books

"B" equals 75% of tuition and books

"C" equals 50% of tuition and books

College and/or university programs must be initially approved by the City Manager and must be a part of a program leading to an acceptable Associates, Bachelor or Master degree with a curriculum directly related to the Police profession.

The Chief will make a recommendation to the City Manager who will have final approval for the courses, degree program and payment.

GL

TA - PBA

JP
TA City

B. The City shall pay tuition and books reimbursement even if a course is not part of a program leading to a degree providing that the course is job related and approved by the City Manager prior to registration of said course.

Section 4. The City shall provide reimbursement for authorized expenses associated with training and special schools attended by the officer through approval of the Department.

ARTICLE 23

RESERVED



TA - PBA



TA City

ARTICLE 24

PERSONNEL RECORDS

Section 1. A personnel file for all City employees is maintained by the City's Human Resources Department. Employees may inspect and obtain copies of personnel files in accordance with Florida Law.

Section 2. Internal affairs investigatory files will be maintained in accordance with Fl. State Statutes.

Section 3. All bargaining unit members covered by this Agreement must be notified within 24 hours of the request in writing (E-mail is acceptable notification) when someone other than a City employee requests to review the bargaining unit members' personnel/I.A. file, unless the file is being inspected by a governmental agency (including IRS), or state attorney, in the conduct of a lawful criminal investigation when confidentiality of the investigation is requested.


TA - PBA


TA - City

ARTICLE 25

LEGAL ACTION

Section 1. In accordance with Florida Statutes, the City will provide legal defense for a member against any civil damage suits wherein said member is a named party and wherein the alleged damages were allegedly caused by the actions of said member while acting within the scope of his/her authority and within the course of his employment.

Section 2. The City will indemnify all members against judgments for compensatory damages entered against them as a result of their actions to the extent that the City is found liable for such actions.

Section 3. The City will select the Attorney who is to defend the employee relative to this Article.

Section 4. The employee will be responsible for filing any counterclaims at his/her expense.



TA – PBA



TA City

ARTICLE 26

DISCIPLINE

Section 1. The Parties recognize that the interests of the community and job security of the bargaining unit members depends upon the City's success in providing proper and efficient services to the community. To this end, the City and the PBA encourage to the fullest degree, behavior which is positive and supportive of the goals of effective municipal management and public safety. The Parties recognize the need for progressive and appropriate discipline when an employee's conduct and job performance are inconsistent with said goals.

Section 2. No bargaining unit member shall be disciplined except for cause. Progressive, consistent, and appropriate discipline will be administered according to the seriousness of the offense. The following disciplinary actions shall be utilized and, depending on the severity of the offense, the first action may be at any appropriate level including dismissal.

- A. Written Reprimand
- B. Suspension Without Pay
- C. Demotion
- D. Dismissal

Section 3. Any bargaining unit member who has been promoted consistent with and pursuant to Article 7 herein who, thereafter, is demoted shall be returned to the position and shift he or she occupied immediately prior to the promotion or to a position and shift consistent with his or her seniority as a sworn officer with the Police Department, whichever is more favorable for the member. Personnel re-entering the bargaining unit as provided above shall be placed in their respective Step Pay Plan based upon their completed years of sworn service with the City of Boynton Beach Police Department at the time of demotion.



TA - PBA



TA - City

Section 4. No Employee shall be subject to major discipline without first being afforded a pre-determination conference with the City Manager. No pre-determination conference shall be conducted with less than ten (10) calendar day notice to the Employee.

Section 5. Suspensions will be imposed in increments of eight (8) hours loss of pay.

Section 6. Members will be ineligible to work off duty details during any calendar day on which they are observing a suspension.

Section 7. The City will provide notice to the PBA when it completes an investigation of bargaining unit members that could result in disciplinary action or when an employee is given a suspension.


TA - PBA


TA City

ARTICLE 26B
APPEALS OF DISCIPLINARY ACTION

Discipline is classified as either major or minor.

MAJOR DISCIPLINE is a:

- termination,
- demotion, or
- suspension without pay of more than sixteen (16) hours.

MINOR DISCIPLINE is a:

- written reprimand,
- suspension without pay of sixteen (16) hours or less.

Appeals of disciplinary action shall be handled as follows:

MAJOR DISCIPLINE:

Major discipline may be by appeal to an arbitrator, by using the same procedure for appointment of an arbitrator as set forth in Grievance Article above. The Union may request review of the discipline by the City Manager provided it does so before the fifteen (15) day time limit for requesting arbitration. If a meeting is requested, the fifteen (15) day time limit for requesting arbitration shall be abated. The request for appointment of an arbitrator must be made in writing within fifteen (15) calendar days of notice of the City's disciplinary action or review by the City Manager is completed is review by the City Manager was timely requested.

The arbitrator may sustain, reverse, or modify the discipline set by the City Manager. The decision of the arbitrator is final and binding on the parties. If the arbitrator reverses the discipline in its entirety, the Employee will be made whole. Any and all procedures regarding arbitration which are not specifically set forth in this Section shall be governed by Article 27, Sections 4 through 9. The



TA - PBA

Page 36 of 57



TA City


decision of the arbitrator is final and binding on the parties subject only to the rights of the parties to confirm, clarify, or set aside the award as set forth in the Florida Arbitration Code.

MINOR DISCIPLINE:

Written reprimands may not be appealed but the Employee may submit a written response provided the response is submitted within fifteen (15) days of the written reprimand. If a written response is submitted by the Employee, it shall be attached to the written reprimand and placed in the Employee's personnel file.

Suspensions without pay of sixteen (16) hours or less may be appealed to the City Manager whose decision shall be final. An appeal shall be filed in writing within fifteen (15) days of notice of the suspension without pay. The City Manager shall render a decision within twenty (20) days of the appeal. The City Manager's decision may be to sustain, fully reject, or lessen the discipline. The City Manager or her designee will conduct interviews with the grievant, departmental staff, or members of the bargaining unit as part of his/her review of the discipline.


TA - PBA


TA City

ARTICLE 27

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. A grievance, as used in this Agreement, is limited to a complaint or request of a bargaining unit member or the PBA which involves the interpretation or application of, or compliance with, the provisions of this Agreement. Appeals of disciplinary action are not grievances but may be brought following the procedures set forth in Article 26 B.

Section 2. Grievances concerning working conditions not specifically covered by the terms and provisions of this Agreement shall be subject to the grievance procedure up to, but not including, arbitration.

Section 3. In the event a grievance should arise as to the interpretation or the application of the terms of the Agreement or departmental regulations, the said dispute or grievance shall be dealt with in the following manner. Any grievance not answered by the City within the time limits provided below will automatically advance to the next higher step of the grievance procedure.

STEP 1

The aggrieved employee or an Association representative shall present the grievance or dispute in writing, setting forth the facts with particulars and the remedy sought, within ten (10) working days (Monday through Friday) of its occurrence or knowledge thereof, to the Chief of Police. The Chief of Police shall reply in writing within ten (10) working days (Monday through Friday) of receipt of the grievance or dispute. If the Chief of Police shall fail to respond in writing, the grievance is presumed to be denied and the employee or an Association representative may move to the next step.

STEP 2

If the Chief of Police replies and the aggrieved party or the PBA is dissatisfied, then the grievance may be submitted to the City Manager within ten (10) working days (Monday



TA - PBA



TA - City

through Friday) of receipt of the Chief of Police's reply or when a reply was due, if none is submitted. The City Manager shall reply within ten (10) working days (Monday through Friday) of receipt of the grievance or dispute. If the City Manager shall fail to reply in writing, the grievance is presumed to be denied and the employee or an Association representative may move to the next step.

STEP 3

If the grievance has not been settled by Steps 1 and 2, the PBA or the City may request arbitration within fifteen (15) working days (Monday through Friday) of receipt of the City Manager's reply or when a reply was due, if none is submitted. The PBA request must be timely filed with the American Arbitration Association (AAA) or Federal Mediation and Conciliation Service (FMCS) on or before the fifteenth (15th) day deadline, with a copy to the City Manager. The rules for conduction the arbitration will not be the rules of AAA or FMCS unless agreed to by the City and PBA, but will be governed by the terms of this Agreement.

Section 4. By agreement of both Parties, a meeting will be held at any step of the grievance procedure.

Section 5. The arbitrator will be selected by mutual strike, with the Grieving party striking first. Each Party has a one-time right to strike the entire panel. After an arbitrator has been selected, the arbitration hearing shall be held on a date mutually agreeable to the City and the Union.

Section 6. Briefs, if any, must be filed with the arbitrator no later than thirty (30) days after the close of the Hearing or after receipt of the transcript, if a transcript is requested.

Section 7. A transcript of the proceeding will be made, unless waived by both Parties. The cost, including the arbitrator's copy, will be shared equally by the Parties with the PBA share not to exceed \$500.00.



TA - PBA



TA - City

Section 8. The arbitrator shall render an Award within thirty (30) days of receipt of the briefs, if any, or of the transcript if Parties have agreed to submit the transcript in lieu of briefs.

Section 9. The PBA and the City shall each bear its own expense in the arbitration proceedings, except that both Parties shall share equally the fee and other expenses of the arbitrator.

Section 10. A probationary employee may not grieve any matter concerning assignment, or discharge for reasons of failure to meet performance standards.

Section 11. Settlement of grievances prior to the issuance of an arbitration award shall not constitute a precedent nor shall it constitute an admission that the Agreement has been violated.

Section 12. Whenever a grievance is general in nature, in that it applies to two (2) or more bargaining unit members, or if the grievance is directly between the PBA and the City, the grievance may be presented in writing directly at Step 2 of the Grievance Procedure within fifteen (15) working days of the occurrence or knowledge of the occurrence or matter giving rise to the grievance. The grievance shall be signed by the aggrieved bargaining unit members or a PBA representative on behalf of all aggrieved PBA members.



TA - PBA



TA - City

ARTICLE 28

PERSONAL VEHICLES

Section 1. When an employee is required to use his/her personal vehicle in the performance of police duties, said employee shall be reimbursed a mileage rate as established by City resolution, excluding mileage traveled to and from the normal work location.

Section 2. For the purpose of this Article, the performance of police duties shall include attendance at court, depositions, administrative hearings, conferences with City officials, schools and seminars.

ARTICLE 29

DRUG TESTING

The City is a Drug Free Workplace and has established a Drug Free Workplace Policy. Bargaining Unit employees are subject to random, reasonable suspicion, and post-accident drug testing. Post-accident testing may be required by a supervisor in accordance with rules approved by the City and the PBA. The City supports random drug testing for all bargaining unit members. The City reserves to itself the power to order employees to submit to reasonable suspicion or random drug testing, subject to compliance with the testing/sample handling procedures as set forth in Florida Statute and the Florida Administrative Code, as referenced in the City's Drug Free Workplace Policy. The City agrees to use a State certified laboratory for all drug testing.



TA - PBA



TA City

ARTICLE 30

POSTING

Vacancies in positions or assignments will be posted in-house no less than fifteen (15) days before the application deadline for the position or assignment. Anyone applying for a posted position must meet the qualifications on the final day of posting; for example, while the applicant may not be eligible at the time his/her application is submitted, if the applicant will satisfy all of the qualifications by the final day of posting, the application shall be accepted and considered.

ARTICLE 31

COMPLETE AGREEMENT AND NON-WAIVER PROVISION

Section 1. This Agreement is the complete Agreement between the parties, cancels all prior practices and agreements, and, except as expressly provided for herein, relieves the parties of the obligation to bargain on any subject during the term of this Agreement.


Section 2. There is no past practice which results in a monetary benefit except as set forth expressly in this Agreement. All bargaining unit members are covered under the terms of this Agreement, Departmental Rules and Regulations and the City's Personnel Policy Manual and not under any Civil Service Rule/Regulation and heretofore in existence.

Section 3. Nothing in this Agreement shall be construed or interpreted as a waiver of the PBA's right to request bargaining or impact bargaining.

Section 4. Nothing in this Agreement shall be construed or interpreted as a waiver or limitation on the City's management rights.



TA - PBA


TA - City

ARTICLE 32

SEVERABILITY

Section 1. If any provision of this Agreement is found to be invalid by any courts having jurisdiction in respect thereof, such findings shall not affect the remainder of this Agreement, and all other terms and provisions shall continue in full force and effect.

Section 2. In the event of such finding the Parties will meet within thirty (30) days to begin negotiations of a replacement Article or Section.


TA - PBA


TA City

ARTICLE 33

DURATION

This Agreement shall take effect when ratified by the members of the collective bargaining unit and the City Commission and shall remain in effect until September 30, 2016. No base wage increase, step, cost of living, or other compensation adjustments, except increases resulting from an assignment, shall be paid beyond September 30th of each year, except as provided in a subsequent Memorandum of Understanding or Collective Bargaining Agreement.

The following Articles are subject to reopened negotiations in May 2015 for the third year of this Agreement (2015-16):

Article 7L – Temporary Assignment

Article 12L – Rate of Pay

Article 17 - Group Insurance

Article 26 - Discipline

Article 26B - Appeals of Disciplinary Action

Article 27 - Grievance and Arbitration Procedure



TA – PBA



TA City

ARTICLE 34
TAKE HOME VEHICLES

Section 1. The City agrees to continue the take home vehicle program during the term of this Agreement and to purchase as reasonably possible the number of vehicles sufficient to supply eligible members of the bargaining unit.

Section 2. A Member is eligible for a take home vehicle if the Member has three (3) years of sworn service with the department and resides within a twenty (20) mile radius of the City limits.

Section 3. Vehicles will be assigned on the basis of seniority (by ID number), with seniority bumping rights for Members transferred to patrol.

Section 4. Assigned vehicles are not for personal use but for work only.

Section 5. A member who lives beyond the twenty (20) mile radius described in paragraph 2 above will be assigned a specific vehicle from the pool but may not take his/her car home.



TA - PBA



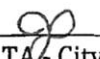
TA City

ARTICLE 35

RESERVED



TA - PBA



TA - City

ARTICLE 36

RESERVED



TA - PBA



TA - City

ARTICLE 37

OFF-DUTY DETAILS (Secondary Employment)

All off-duty details (worked performed for a second party employer) require prior written approval by the Chief of Police or his designee. Police Department Index Code 712 applies except as modified in this Article.

The City will continue coordinating off-duty details. The net rate of pay for off-duty details paid to the officer will be set by the PBA, but no less than \$30.00 per hour with a three hour minimum.

The City will act as the conduit for payment for off-duty details from the second party employer to the officer. Payment to the officer is contingent on collection from the second party employer.


Any payments for off duty detail work performed on behalf of a second party employer shall not be considered compensation for pension calculation purposes¹.

Each officer working an off-duty detail is deemed to be an independent contractor of the second party employer. However, police officers on off-duty details shall be permitted to utilize a City police uniform, radio and vehicle. For such usage, the City shall receive \$7.00 dollars per hour for every detail worked to offset equipment costs.

¹ (4) "Compensation" or "salary" means, for non-collectively bargained service earned before July 1, 2011, or for service earned under collective bargaining agreements in place before July 1, 2011, the total cash remuneration including "overtime" paid by the primary employer to a police officer for services rendered, but not including any payments for extra duty or special detail work performed on behalf of a second party employer. § 185.02, Fla. Stat. Ann.

BB Pension Code: Compensation or salary. The total cash remuneration including lump sum payments for accumulated sick and vacation leave and "overtime" paid by the primary employer to a police officer for services rendered, but not including any payments for extra duty or a special detail work performed on behalf of a second party employer paid directly to the police officer by the second party employer.


TA - PBA


TA - City

Details shall be assigned only to those officers who are off duty and no officer shall accept any off-duty detail when it interferes with his/her normal working hours. No swap of time is permitted to accommodate an off duty detail.

Each officer, while working off-duty details, shall adhere to City conduct standards. Any misconduct or breach of policies, rules and regulations will be handled through the Department the same as any on-duty activity.

Any police officer who is on sick leave, workers' compensation or working light duty will not work any off -duty detail during that period.

Any police officer on leave due to disciplinary matters shall not work off-duty jobs during the period of that suspension or removal from active duty.

Any police officer may not work more than 24 hours of overall off-duty details during any 7-day work period. Exception would be when officer is on vacation (minimum of 40 hours leave) then the 24-hour limitation may be exceeded.

The Police Chief may suspend an employee's right to work off- duty details as a component of disciplinary action as a result of a conduct violation committed while on an off duty detail.

The program changes outlined above will take effect 1/1/15.

All Bargaining Unit Members assigned to cover special details may report directly to their assignment without prior checking in or out at the police station, but must advise a supervisor personally or by radio. Bargaining unit members assigned to a special detail shall comply with all current department policies and procedures in effect.


TA - PBA


TA City

ARTICLE 38

RESERVED

ARTICLE 39L

NO STRIKE OR LOCK-OUT

Section 1. "Strike" means the concerted failure to report for duty, the concerted absence of Sergeants from their positions, the concerted stoppage of work, the concerted submission of resignations, the concerted abstinence in whole or in part by any group of Sergeants from the full and faithful performance of their duties of employment with the City, participation in a deliberate and concerted course of conduct which adversely affects the services of the City, picketing or demonstrating in furtherance of a work stoppage, either during the term of or after the expiration of a collective bargaining agreement.

Section 2. Neither the Union, nor any of its officers, agents and members, nor any employee organization members, covered by this Agreement, will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, sick-out, concerted stoppage of work, illegal picketing, or any other interruption of the operations of the City.

Section 3. Each Sergeant who holds a position with the City occupies a position of special trust and responsibility in maintaining and bring about compliance with this Article and the strike prohibition in Florida Statutes 447.505 and the Constitution of the State of Florida. Accordingly, the Union, its officers, stewards and other representatives agree that it is their continuing obligation and responsibility to maintain compliance with this Article and the law, including their responsibility to abide by the provisions of this Article and the law by remaining at work during any interruption which may be initiated by others; and their responsibility, in event of breach of this Article or the law by other employees and upon the request of the City, to encourage and direct employees violating this Article or the law to return to work, and to disavow the strike publicly.

Section 4. Any or all Sergeants who violate any provisions of the law prohibiting strikes or of this Article may be dismissed or otherwise disciplined by the City.



TA - PBA



TA City

ARTICLE 40L

WORKERS' COMPENSATION AND DUTY DISABILITY

Section 1. A bargaining unit member covered by Florida Statute, Chapter 440, Workers' Compensation, and in accordance with provisions set forth hereunder, shall be authorized to be absent from work due to injury or illness incurred while on duty, and directly related to work performed, until he or she reaches maximum medical improvement or two (2) years, whichever comes first.

Section 2. Sworn bargaining unit members who sustain a serious injury on-duty while in fresh pursuit (as defined in §112.19(d), Florida Statutes (2003)) or in the apprehension of a violent person, or who sustain a serious injury while engaged in law enforcement activities will receive a supplement to their workers' compensation that will provide 100% of their base salary for up to one hundred eighty (180) calendar days UNLESS OTHERWISE NEGOTIATED IN A WORKERS COMPENSATION PRECEEDING.

Section 3. Bargaining unit members absent from work due to injury or illness unrelated to the performance of duty, shall have twelve (12) months to return to full duty.



TA - PBA



TA - City

ARTICLE 41L

QUALIFICATIONS FOR A BARGAINING UNIT POSITION

Section 1. Qualifications for a bargaining unit member are: those who have completed three (3) years of continuous or bridged service as a Sergeant with Boynton Beach Police Department and have obtained a Bachelor Degree from an accredited university. Current bargaining unit members are eligible for appointment to the next highest rank in the department. Additional criteria for evaluation and appointment shall be established by the Police Chief with the assistance of the Human Resources Department and the PBA. All promotional opportunities will be posted for a period of thirty (30) days before closing.

Section 2. All Lieutenants shall serve a one year probation from the date of appointment. During a Lieutenant's probationary period a Lieutenant is subject to removal from appointment, without statement of cause. A promoted Lieutenant removed from her/his position during probation, shall be reassigned to the position that they were promoted from.



TA - PBA


TA City

Agreed to this ____ day of _____, by and between the respective Parties through the authorized representatives of the PBA and the City.

PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION

Witness

By: _____
John Kazanjian, President

Witness

By: _____
Gary Lippman, General Counsel

CITY OF BOYNTON BEACH

Witness

By: _____
Mayor – Jerry Taylor

ATTEST:

Witness
Janet M. Prainito, City Clerk

APPROVED AS TO FORM
AND CORRECTNESS:

City Attorney



City Manager

Ratified by City Commission


Ratified by Union

Date

Date



TA – PBA



TA - City

APPENDIX 1
WAGE MATRIX



TA - PBA



TA City

Lieutenant

Employee Full Name	Position Title	Hire Date	Current Salary	Percentage Increase	Annual Increase	Adjusted Salary
Degiulio, Joseph A.	Police Lieutenant	8/13/2001	\$ 101,295.79	6.0685%	\$ 6,147.15	\$ 107,442.94
Deale, Paul	Police Lieutenant	6/26/1997	\$ 108,048.85	7.3060%	\$ 7,894.09	\$ 115,942.94
Bonafair, John C.	Police Lieutenant	2/16/1999	\$ 101,295.79	6.0685%	\$ 6,147.15	\$ 107,442.94
Wier, David S.	Police Lieutenant	5/14/1992	\$ 101,295.79	8.5365%	\$ 8,647.15	\$ 109,942.94

Number of Positions - 4	\$ 411,936.22		\$ 440,771.76
		Increase	\$ 28,835.54

Current Pay Range \$101,295.79 - \$118,178.43

New Pay Range \$101,295.79 - \$124,087.35 Increase top by 5%

62

90