

PBA and Palm Beach County Sheriff's Office Fact Sheet

Article	Law Enforcement	Corrections	Civilians
PREAMBLE	No Change		
RECOGNITION	No Change		
NON-DISCRIMINATION	Provided for additional prohibitions of discrimination		
DUES DEDUCTION	No Change		
MANAGEMENT RIGHTS	No Change		
PBA REPRESENTATION / UNION BUSINESS	No Change		
NO SOLICIATION AND USE OF BULLETIN BOARDS	No Change		
PROBATION	No Change		
DISCIPLINE	Maintenance of non-disciplinary records change from District level to Training Division		
SENIORITY	No Change	Clerical removal of Section that did not apply to Corrections.	Clarification on vacation based on Date of Hire and Minimum Staffing levels and operational needs
COMMUNICATIONS POLICY	No Change		
LEAVE POLICY	No Change		
SICK LEAVE	Change from 18 to 12 month rolling calendar; Pregnant bargaining unit members and/or members suffering a catastrophic injury will not need to exhaust all their annual leave. Members will be eligible to ask for donated sick time with 250 hours still in their vacation banks.		
MILITARY	No Change		
HOLIDAYS <i>A portion of this change was a previous MOU 8/29/2013 and just incorporated into the contract(s)</i>	Bargaining unit member working as commo officers on holiday compensated at \$40/hr Accrued time increased from 210 to 215		
COURT APPEARANCES	No Change		
CALL BACK, ON-CALL AND EMERGENCIES	Limitation of two 3 hour minimums on call-backs		
OUT OF CLASSIFICATION PAY	No Change		

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ASSIGNMENT PAY <i>A portion of this change was a previous MOU 1/28/2013 and just incorporated into the contract(s)</i>	Language clarification additional 5% upon completion of 3% year as an FTO for a total of 10%; Added SWAT to EFF upon activation;	Language clarification additional 5% upon completion of 3% year as an FTO for a total of 10%; Removal of Jail Investigator and addition of Detective (Title change)	No Change
PERSONNEL RECORDS	No Change		
HEALTH INSURANCE	No Change		
UNIFORMS AND EQUIPMENT	No Change		
TAKE HOME VEHICLES	No Change		No Change
IN-VEHICLE MOBILE VIDEO, AUDIO SYSTEM, AND GPS	No Change		
TUITION REIMBURSEMENT	Max reimbursement of \$1000/course capped at \$5,000 per fiscal year; no reimbursement for doctoral degrees		
EXTRA DUTY EMPLOYMENT	Increases eff Feb 1, 2016 \$33 -> \$35 \$42 -> \$46		
WORKWEEK AND OVERTIME <i>A portion of this change was a previous MOU 2/16/2015 and just incorporated into the contract(s)</i>	Clarification on hours/shifts Paid leave accepted for w/c illness/injury counted as time worked		Clarification on hours/shifts Paid leave accepted for w/c illness/injury counted as time worked Bargaining unit members to receive 1 personal day per calendar year, non banking.
TRANSFERS AND SHIFT EXCHANGES <i>A portion of this change was a previous MOU 1/28/13 and just incorporated into the contract(s)</i>	No Change		Civilians selected for transfer within Corrections division to be transferred within 90 calendar days.
SALARY PLAN	3% COLA for fiscal year		
CAREER PATH	No Change		
LONGEVITY	No Change		
PROMOTIONS	No Change		
WORKERS' COMPENSATION AND DUTY DISABILITY	No Change		No Change

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ALTERNATE DUTY ASSIGNMENTS <i>A portion of this change was a previous MOU 4/11/2014 and just incorporated into the contract(s)</i>	Alternate duty request for extensions; PBSO can request 2nd and 3rd opinions at their expense Clarification for time in accordance with Article 13 and GO 208.03	Clarification for time in accordance with Article 13 and GO 208.03	Alternate duty request for extensions; PBSO can request 2nd and 3rd opinions at their expense Clarification for time in accordance with Article 13 and GO 208.03
CARE AND MAINTENANCE OF CANINES	No Change		
FUNERAL EXPENSES	No Change		
SAVINGS CLAUSE	No Change		
MAINTENANCE OF CONDITIONS	No Change		
GRIEVANCE AND ARBITRAITON PROCEDURE	No Change		
NO STRIKE OR WORK STOPPAGE	No Change		
RIGHTS OF UNDER INVESTIGATION	No Change		
INDOOR AIR QUALITY		No Change	
DURATION OF AGREEMENT	2015-2018		