

RESOLUTION NO. 819

A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF JUPITER ISLAND, FLORIDA, RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN OF JUPITER ISLAND'S PUBLIC SAFETY DEPARTMENT AND THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION.

WHEREAS, the bargaining unit is as stated in PERC Certificate Number 1762 (2011);

WHEREAS, the Palm Beach County Police Benevolent Association ("Union") is the authorized bargaining representative for the Jupiter Island Public Safety Department ("JIPSD");

WHEREAS, the Town of Jupiter Island ("Town") has engaged in collective bargaining negotiations with the Union for a Collective Bargaining Agreement ("CBA") covering approximately 10 Public Safety Officers in the JIPSD;

WHEREAS, the Town has reached an Agreement with the Union for a 3 year Collective Bargaining Agreement ("CBA") effective October 1, 2018 through September 30, 2021;

WHEREAS, the CBA has been ratified by the Union; and,

WHEREAS, the Town Commission has reviewed the CBA and finds it is in the best interest of the JIPSD and its employees to authorize execution of the CBA.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COMMISSION:

SECTION 1. THAT The Town Commission hereby ratifies the CBA with the Union (Attached hereto as Exhibit A).

SECTION 2. THAT This Resolution shall take effect immediately upon its passage and adoption.

DULY PASSED AND ADOPTED THIS 19th day of September, 2018.

Whitby P.J.
Mayor

Maura M. Callen
Vice Mayor



Penelope S. Lawrence
Town Commissioner

Town Commissioner

Town Commissioner

ATTEST:

Vanessa M.
Town Clerk

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10 COLLECTIVE BARGAINING AGREEMENT

11
12 TOWN OF JUPITER ISLAND and the
13 PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION

14
15 PERC CERTIFICATE NUMBER 1762 (2011)

16
17 OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2021

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19 PUBLIC SAFETY OFFICERS and CORPORALS
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The general purpose of this Agreement is to provide for wages, hours and terms and conditions of employment for the employees covered by this Agreement, and to provide for an orderly and peaceful procedure for the resolution of differences, in order to ensure the efficient operation of the Town of Jupiter Island Public Safety Department. In case of conflict between this Agreement and any other of the Town's policies or practices, the language in this Agreement shall control. If this Agreement is silent as to any matter, the Town's policies or practices shall control.

Whenever used in this Agreement, the singular shall include the plural, the plural shall include the singular, and the use of any gender shall include all genders, where the context so permits.

“Base Rate of Pay” means a non-exempt employee’s hourly rate.

"Director" means Chief of Public Safety.

“Employee” means only those employees of the Town of Jupiter Island Public Safety Department for whom the Union is, in Article 1 of this Agreement, recognized as the bargaining agent; a bargaining unit member.

1
2 “Employer” means the Town of Jupiter Island.

3
4 “Grievance” means a written complaint of an employee regarding the
5 interpretation or application of a specific provision of this Agreement.

6
7 “Grievant” means an employee who has filed a grievance.

8
9 “May” means to have permission or liberty, but does not convey an
10 obligation, to perform; the discretion to choose between two or more alternatives.

11
12 “Modified duty” includes temporary and part-time work as well as a
13 modification of work duties and responsibilities.

14
15 “On Call” means that the employee is free to engage in his normal activities
16 during the call period so long as he remains fit for duty, may be contacted by
17 phone, pager or radio and remains in a reasonable commuting area of his assigned
18 workplace.

19
20 “PSO” means public safety officer.

21
22 “Regular Rate of Pay” means an employee’s base rate plus any adjustments
23 to his wages associated with work performance.

24
25 “Recall” shall be defined as a Unit member having gone off duty after
26 completing his shift, but called into work prior to returning for the next regularly
27 scheduled shift.

28
29 “Shall” means to have an obligation or requirement to perform; it is a
30 directory phrase that mandates action.

31
32 “Shift Day” means a period of twelve (12) hours.

33
34 “Strike” means the concerted failure to report for duty, the concerted
35 absence of employees from their positions, the concerted stoppage of work, the
36 concerted submission of resignations, the concerted abstinence in whole or in part
37 by any group of employees from the full and faithful performance of their duties of
38 employment with the Employer, participation in a deliberate and concerted course
39 of conduct which adversely affects the services of the Employer, picketing or

1 demonstration in furtherance of work stoppage, either during the term of or after
2 the expiration of a collective bargaining agreement.

3
4 “Sworn Officer” means a PSO, Corporal or Sergeant.

5
6 “TJI” means Town of Jupiter Island.

7
8 “TJIPSD” means Town of Jupiter Island Public Safety Department.

9
10 “TJIPSDGO” means Town of Jupiter Island Public Safety Department
11 General Orders.

12
13 “Town” means Town of Jupiter Island.

14
15 “Town Manager” means Town of Jupiter Island’s Town Manager or in his
16 absence, Deputy Town Manager.

17
18 “Vacation Period” means one or more contiguous vacation days not
19 otherwise interrupted by scheduled work days.

20
21 “Will” means to have an obligation or a requirement to perform.

22
23 “Work Period” means a calendar period of fourteen (14) days.

24
25 “105%” means an increased benefit based on the ratio of hours an employee
26 works each year (2,184) as compared to the hours worked by other non-sworn
27 Town personnel (2,080).

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- 2.1 The Employer agrees that during the term of this Agreement it will deal only with the authorized representatives of the Union in all matters involving wages, hours, and terms and conditions of employment or other official action called for by the Agreement.
- 2.2 The Union likewise agrees that during the term of this Agreement, the Union, its representatives, and constituents will deal only with the Town Manager or his designated representatives in matters involving wages, hours, and terms and conditions of employment.
- 2.3 Upon request by one party, the other party shall provide, in writing, the name(s) of its representative(s) within three (3) days of such request.

ARTICLE 3

MANAGEMENT RIGHTS

- 3.1 Except as expressly modified or restricted by specific provision of this Agreement, all statutory and inherent management rights, prerogatives, and functions are retained and invested exclusively in the Employer, including, but not limited to, the rights in its sole and exclusive judgment and discretion: to reprimand, suspend, discharge or otherwise discipline employees for cause; to determine the numbers of employees to be employed; to hire employees; to determine employees' qualifications; to assign and direct employees' work and training; to determine the requirements of jobs; to promote, demote, transfer, lay-off, recall to work; to set the standards of productivity and/or the services to be rendered; to maintain efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting times and the number of hours and shifts to be worked; to use independent contractors to perform work or services except as specifically limited by other provisions of this contract; and to take whatever action is either necessary or advisable to determine, manage and to fulfill the mission of the Employer and to direct the Employer's employees.
- 3.2 The Town Manager is the only member of management who may interpret Management Rights established by this Agreement. Any question, interpretation or inquiry regarding any provision of this Agreement shall be submitted in writing to the Town Manager. The Employer's failure to exercise any one or more of its Management Rights from time to time will not be deemed a waiver of the Employer's right to exercise any one or more of its Management Rights at a later time.
- 3.3 Nothing in this Article shall be construed as a waiver of the Union's rights to demand bargaining over the impact of any rule change that effects employees' terms and conditions of employment.

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ARTICLE 5

GRIEVANCE AND ARBITRATION PROCEDURE

- 5.1 The grievance procedure is intended to provide a quick and effective procedure for resolving employee grievances. Any portion of this Agreement, including its Preamble, is subject to the Grievance Procedure. The form of the Grievance shall be as set forth in Appendix 4 of this Agreement.
- 5.2 Complaints regarding the interpretation or application of a specific provision of this Agreement may be expressed orally by a bargaining unit member to his supervisor and resolved prior to the initiation of a formal grievance proceeding. In the event informal discussions fail to satisfactorily resolve a complaint, a grievance may be filed.
- 5.3 Grievances may be filed and are subject to the timeliness and processing provisions of the Town of Jupiter Island Ordinance 336 § 2-145 as adopted on December 13, 2011, a copy of which is appended hereto as Appendix 2 for reference only. Within seven (7) days of receiving the Town Manager's response as provided in Town of Jupiter Island Ordinance 336 § 2-145A, the grievant may appeal the decision to Step 4, the Grievance Resolution Board or the grievant may notify the Town Manager of an intent to arbitrate the grievance.
- 5.4 If the grievant determines to proceed pursuant to Step 4, the Grievance Resolution Board, the process shall end at the conclusion of the prescribed activities and the grievant shall have no further recourse. If a grievant determines to proceed pursuant to this Article 5, the process shall proceed as specified herein. No grievance may be arbitrated without the express written assent of the Union.
- 5.5 Once notice of intent to arbitrate has been presented to the Town Manager, and the Union has assented to arbitrate the matter, the Union may request the Federal Mediation and Conciliation Service for a list of five (5) qualified arbitrators. Within ten (10) days of receipt of the list, the Union or their attorney, then the Town Manager, shall each strike two names from the list. The arbitrator thus selected shall conduct the arbitration proceeding. The written decision of the arbitrator shall be final and binding upon all Parties.

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5.6 The expense of the arbitrator shall be shared equally by the Union and the Employer. All expenses voluntarily incurred by a party, including but not limited to attorney fees, legal fees, court reporter charges, witness fees and other costs, shall be paid by the party incurring such costs.

1 **ARTICLE 6**

2 **NO STRIKE**

3
4 6.1 Neither the Union, nor any of its officers, agents and members, nor any
5 Union members, covered by this Agreement, will instigate, promote,
6 sponsor, engage in, or condone any strike, sympathy strike, slow down, sick
7 out, concerted stoppage of work, illegal picketing, or any other interruption
8 of the operations of the Employer.
9

10 6.2 Each employee who holds a position with the Union occupies a position of
11 special trust and responsibility in maintaining and bringing about
12 compliance with this Article and the strike prohibition in Section 447.505,
13 Florida Statutes and the Constitution of the State of Florida, Article I,
14 Section 6. Accordingly, the Union, its officers, stewards and other
15 representatives agree that it is their continuing obligation and responsibility
16 to maintain compliance with this Article and the law, including their
17 responsibility to abide by the provisions of this Article and the law by
18 remaining at work during any interruption which may be initiated by others;
19 and their responsibility, in the event of breach of this Article or the law by
20 other employees and upon the request of the Employer, to encourage and
21 direct employees violating this Article or the law to return to work, and to
22 disavow the strike publicly.
23

ARTICLE 7

This Article intentionally left blank in this Draft.

ARTICLE 8

COURT ATTENDANCE

An employee required to attend court, deposition, or any other administrative proceeding, pursuant to subpoena or other order *and* related to or arising from his duties with the Employer, and who is: *required to be absent* from a scheduled work day will receive his regular rate of pay for the hours he attends; *not required to be absent* from a scheduled workday will be paid the greater of two (2) hours or the actual hours he attends.

1 **ARTICLE 9**

2 **RECALL**

3
4 9.1 Except as provided in Article 9.2, an employee who is recalled to duty shall
5 be compensated a minimum of two (2) hours or the actual time worked,
6 whichever is greater.

7
8 9.2 An employee who is requested to provide early or late relief of a scheduled
9 shift shall be compensated for the actual time worked.

10
11 9.3 Compensation for travel associated with recall shall be consistent with the
12 requirements of the Fair Labor Standards Act.

13
14 9.4 Travel time for employees recalled to work from significant distances shall
15 be considered time worked. The employee and Director shall jointly
16 determine whether recall is appropriate if the recall will involve travel from
17 a significant distance.
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ARTICLE 12

WAGES

12.1a TJIPSD Public Safety Officers (“PSO”) will be classified as follows:

<u>Job Classification</u>	<u>Qualifications</u>
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PSO	PSOs in their first year of employment with TJIPSD
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PSO I	PSOs who have completed their introductory periods with the TJIPSD, and Satisfactorily completed Field Training Program, and Attained certifications in Radar and ATV
-------	---

PSO IIA ¹	PSOs who have attained PSO I status, and Completed two years of service with the TJIPSD, and Possess 50% of hours required (usually 30 hours) for Associates Degree ² from accredited college or University and approved by the Town Manager, and Satisfactorily completed 100 hours of advanced training course electives approved by the Director based on a preapproved designed career path.
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PSO IIB	PSOs who have attained PSO IIA status, and Possess Associates Degree from accredited college or University and approved by the Town Manager, and Satisfactorily completed 100 hours of advanced training course electives approved by the Director based on a preapproved designed career path.
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¹ Four years of service as a sworn officer in police or public safety department may substitute for PSO status and years of service with the TJIPSD requirement *so long as* all current and prior education and training requirements are met.

² Program approval for this Degree and all other Degree programs in this Article must be secured from the Town Manager before the Employee commences the program.

1 PSO III³ PSOs who have attained PSO IIB status, and
2 Completed five years of service with the TJIPSD, and
3 Possess Bachelors Degree from accredited college or
4 university and approved by the Town Manager,
5 and
6 Satisfactorily completed 160 hours of advanced training
7 course electives approved by the Director based on
8 a preapproved designed career path.

9
10 PSO IV⁴ Attained PSO III status, and
11 Completed ten years of service with the TJIPSD, and
12 Possess Masters Degree from accredited college or
13 university and approved by the Town Manager,
14 and
15 Satisfactorily completed 80 hours of advanced training
16 course electives approved by the Director based on
17 a preapproved designed career path.

18
19 12.1b The Pay Ranges associated with the Public Safety Officer Classifications
20 shall be as established by the Town from time to time.

21
22 12.1c PSOs progressing from one classification to the next shall receive a percent
23 increase shown below. PSOs progressing multiple classifications shall
24 receive the cumulative percent increase.

25

<u>From</u>	<u>To</u>	<u>Increase</u>
PSO	PSO I	2.5%
PSO I	PSO IIA	1.5%
PSO IIA	PSO IIB	1.5%
PSO IIB	PSO III	3.5%
PSO III	PSO IV	4%

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³ Eight years of service as a sworn officer in police or public safety department may substitute for PSO status and years of service with the TJIPSD requirement *so long as* all current and prior education and training requirements are met.

⁴ Fourteen years of service as a sworn officer in police or public safety department may substitute for PSO status and years of service with the TJIPSD requirement *so long as* all current and prior education and training requirements are met.

1 12.2a TJIPSD Public Safety Corporals will be classified as follows:

2
3 Job Classification Qualifications

4
5 Corporal Corporals in the first year following promotion/hire with
6 TJIPSD

7
8 Corporal I Corporals who have completed their introductory/one-
9 year probation periods with the TJIPSD, and
10 Possess Associates Degree from accredited college or
11 university approved by the Town Manager, and
12 Satisfactorily completed 200 hours of advanced training
13 course electives consistent with rank and approved
14 by the Director.

15
16 Corporal IIA Corporals who have attained Corporal I status, and
17 Completed five years of service with the TJIPSD, and
18 Possess at least 90 credit hours (AA + 30 credit hours)
19 toward Bachelors Degree from accredited college
20 or university approved by the Town Manager, and
21 Satisfactorily completed 80 hours of advanced training
22 course electives consistent with rank and approved
23 by the Director.

24
25 Corporal IIB Corporals who have attained Corporal IIA status, and
26 Possess Bachelors Degree from accredited college or
27 university approved by the Town Manager, and
28 Satisfactorily completed 80 hours of advanced training
29 course electives consistent with rank and approved
30 by the Director.

31
32 Corporal III Attained Corporal IIB status, and
33 Completed ten years of service with the TJIPSD, and
34 Possess Masters Degree from accredited college or
35 university approved by the Town Manager, and
36 Satisfactorily completed 80 hours of advanced training
37 course electives consistent with rank and approved
38 by the Director.

1 12.2b The Pay Ranges associated with the Corporal classifications shall be as
2 established by the Town from time to time.

3
4 12.2c Corporals progressing from one classification to the next shall receive a
5 percent increase shown below. Corporals progressing multiple
6 classifications shall receive the cumulative percent increase.

<u>From</u>	<u>To</u>	<u>Increase</u>
Corporal	Corporal I	3%
Corporal I	Corporal IIA	1.75%
Corporal IIA	Corporal IIB	1.75%
Corporal IIB	Corporal III	4%

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14 12.2d Upon ratification and presentation of documentation of inservice and formal
15 educational requirements and provided employees meet all other
16 requirements of a classification, PSOs and Corporals shall be advanced to
17 the appropriate classification. Any adjustments to pay associated with said
18 advancement shall be effective the date employee provides documentation.
19 Employees shall be slotted into their appropriate classifications without
20 increase until they progress to the next classification except as provided in
21 12.6 below.

22
23 12.3 TJIPSD employees shall not receive separate Fire/EMT incentives;
24 Fire/EMT incentives are part of an employee's base rate. TJIPSD
25 employees may receive such educational incentives for which they qualify
26 pursuant to State statute *so long as that program is in effect*. TJIPSD
27 employees may receive assignment pay when working as a Field Training
28 Officer, a Marine Patrol Officer or other special assignments as may from
29 time to time be appropriate as determined by the Town Manager or
30 Designee.

31
32 12.4 Nothing in this Article is intended to limit the ability of employees to
33 participate in such compensation programs in the same manner as other
34 Town personnel.

35
36 12.5 PSOs working in a higher classification (WHC) as an acting shift supervisor
37 shall be paid an additional 5% over their base rate of pay for all full shifts
38 worked during the WHC period. A Corporal must work in a higher
39 classification for 30 or more continuous calendar days in order to receive the
40

1 additional 5% over the base rate of pay for all full shifts worked during the
2 WHC period. The WHC Incentive is paid for full shifts worked only.

3
4 12.6 The advanced training classes described in each Section 12.1a and 12.2a are
5 not cumulative. This is to say that the advanced training classes described
6 for each level of PSO or Corporal are in addition to the advanced training
7 classes described for the level below.

1 **ARTICLE 13**

2 **TRAINING**

3
4 13.1 The Town shall pay for all training that is required, mandatory or necessary.
5 Attendance at required, mandatory, and necessary training shall be treated as
6 hours worked.

7
8 a. Training is deemed required when an employee is given a direct order
9 by the Director to attend training.

10
11 b. Training is deemed mandatory when it is required by the State for
12 recertification purposes as a Police Officer, Firefighter, or EMT.

13
14 c. Training is deemed necessary when it satisfies a departmental
15 objective or requirement as identified by the Director.

16
17 13.2 The Town may pay for certain voluntary trainings. Attendance at voluntary
18 training is not compensable and shall not be treated as hours worked.
19 Voluntary training includes:

20
21 a. Training that an employee wishes to attend for personal career
22 development (management or selected subject seminars); and

23
24 b. Training or courses to advance an employee's civilian education
25 (completion of degree requirements).

26
27 13.3 Banked holiday leave may be used for such education and training
28 opportunities that are not compensable or treated as hours worked.

29
30 13.4 All requests for training must be approved by the Director.

ARTICLE 14

HEALTH INSURANCE

The Employer will provide employee health & welfare benefits for employees on the same terms and conditions as provided to the Employer's non-bargaining unit employees. Employees shall be offered dependent coverage health insurance benefits on the same terms and conditions as provided to the Employer's non-bargaining unit employees.

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1 **ARTICLE 16**

2 **HOLIDAYS**

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4 16.1 Employees shall accumulate holiday hours at the rate of one hundred five
5 percent (105%) of the rate of accumulation of the Town's non-sworn
6 personnel.

7
8 16.2 Employees who work on an observed holiday shall receive 8.4 hours holiday
9 pay and shall receive one and one half (1½) times their regular rate for all
10 hours worked.

11
12 16.3 Employees who do not work on an observed holiday shall receive 8.4 hours
13 holiday pay.

14
15 16.4 Employees may elect to bank their holiday pay as time that may be taken at
16 a later date, so long as coverage is otherwise available. Any banked time
17 remaining shall be paid to the employee at the Town's fiscal year end.

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ARTICLE 17

VACATION

- 17.1 Employees shall accumulate Vacation Leave hours at the rate of one hundred five percent (105%) of the rate of accumulation of the Town's non-sworn personnel.
- 17.2 Vacation Leave shall accumulate according to the employee's current annual Vacation Leave allotment; at the end of any fiscal year, individual employee accumulations in excess of two times the employee's annual vacation leave allotment is forfeited.
- 17.3 Vacations shall be scheduled for each fiscal year no later than September 15 of the prior fiscal year.
- a. No later than August 1 of the prior fiscal year, TJIPSD shall make available a vacation calendar from which employees shall select their vacation days. Once the most senior employee has selected his first desired vacation period, the vacation calendar shall move to the next senior employee for selection and so forth until all known or desired vacation leave is scheduled.
 - b. Once selected, an employee may adjust his vacation periods as dates are or become available.
 - c. One employee per shift may take vacation time off *so long as* coverage is otherwise available.
 - d. Preliminary approval of additional vacation request(s), and determination of coverage is the responsibility of the Shift Supervisor subject to final approval by the Director or Director's designee.
 - e. Scheduled vacations may be canceled based on coverage and for other exigent circumstances.
- 17.4 Vacations shall be scheduled in shift day increments unless specifically approved by the Director or Director's designee. Employees shall not be

1 required to take vacation in blocks of time and there shall be no blackout
2 periods.

3
4 17.5 The maximum amount of vacation leave an employee may be paid at
5 separation is two times the employee's current annual vacation allotment.

ARTICLE 18

BEREAVEMENT LEAVE

The Employer will provide Bereavement Leave for employees on the same terms and conditions as provided to the Employer's non-bargaining unit employees such that the maximum Bereavement Leave that will be paid shall equal one hundred five percent (105%) of the Bereavement Leave that may be paid to the Town's non-sworn personnel.

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1 **ARTICLE 21**

2 **UNION BUSINESS**

3
4
5 21.1 Eligibility to Use Union Time Pool

- 6
7 a. Up to a maximum of two (2) Union representatives in one instance shall
8 be granted time off paid from the time pool for the purpose of conducting
9 union business; however this does not preclude management from
10 granting leave to more than two (2) Union representatives if doing so
11 does not unduly disrupt the operation of the JIPSD.
12
13 b. Use of the Union time pool or time off may be denied if the absence of a
14 Union representative creates insufficient manpower to maintain
15 efficiency of operations within the JIPSD. This determination is solely
16 the decision of the Chief.
17

18 21.2 Charges Against the Union Time Pool

19
20 Union representatives shall have the right to request time off from the Union
21 time pool for the purpose of conducting Union business and/or mutual
22 interest business with the Town including grievance hearings, investigations,
23 interrogations, contract negotiations, legislative body meetings regarding the
24 resolution of collective bargaining impasse procedures, arbitrations, Labor
25 Management Committee meetings, Union quarterly meetings and Union
26 Board of Directors meetings.
27

28 21.3 Union Time Pool

29
30 The Employer shall create and the Union shall administer a time pool that
31 may be used to cover unpaid absences from work for such business
32 described in this Article. In the event the Union time pool hours fall below
33 100 hours, employees shall each contribute four (4) hours from accumulated
34 Vacation Leave into the pool. This donation is irrevocable and must be in
35 increments of at least four (4) hours although there is no limit to the hours a
36 Union member may donate. The hours in the Union time pool may be
37 debited to cover unpaid time off for Union business. Any authorization to
38 debit the Union time pool and credit the absent employee must be signed by

1 two (2) of the Union's members, except that the Union time pool shall
2 reimburse the Employer for any overtime resulting from absences from work
3 related to this Article and no such authorization shall be required.
4

ARTICLE 22

WORK RULES

22.1 The parties recognize that the Employer currently has work rules, regulations, policies and implements procedures governing employment. The parties agree that the TJI and TJIPSD have the sole and exclusive discretion to formulate, amend, revise and implement such rules, regulations, policies and procedures.

22.2 In the event that any rule, regulation, policy or procedure conflicts with this Agreement, the language in this Agreement shall control.

22.3 Only the terms of this Agreement shall be subject to arbitration.

1 **ARTICLE 24**

2 **DUES DEDUCTION**

3
4 24.1 The Employer shall deduct, 2 times each month, dues owed by a member to
5 the Union from the salary of a member, so that dues are deducted from
6 members' paychecks in 24 pay periods each year, provided that, prior to
7 deduction, the Union has provided to the Employer a signed statement
8 authorizing such deduction and the amount of the deduction from such
9 member's salary. Such authorization may be canceled by the member upon
10 thirty (30) days written notice thereof to both the Union and the Employer.
11

12 24.2 The Union shall pay Employer Forty Dollars (\$40.00) each month, or as
13 otherwise agreed in keeping with the provisions of this Article, for deducting
14 Union dues from salaries. Payment shall be made no later than the 15th day
15 of the month.
16

17 24.3 The Union hereby indemnifies the Employer from and against any and all
18 claims on account of dues deducted pursuant to the provisions of this
19 Article.
20
21

1 **ARTICLE 25**

2 **DURATION OF AGREEMENT**

3
4 25.1 This Agreement will commence on October 1, 2018, and will remain in
5 effect until September 30, 2021.

6
7 25.2 The parties agree that Wages and two articles are subject to negotiations
8 each fiscal year of this Agreement.

9
10 25.3 Should either party desire to reopen or renegotiate this Agreement as
11 provided herein, that party shall notify the other party in writing no later
12 than March 1 of that fiscal year except that in the first year of this contract,
13 this date shall be no later than 60 days following ratification of the
14 Agreement.

15
16 a. The party who wishes to reopen or renegotiate shall submit its
17 proposed changes, in writing, either in the initial notice of
18 negotiations or at the first meeting.

19
20 b. Both parties are obliged to meet and confer within twenty (20) days
21 after receipt of written notice of the request for a meeting for
22 collective bargaining purposes unless this time limit is extended by
23 mutual consent.

1 **ARTICLE 26**

2 **SAVINGS CLAUSE**

3
4 26.1 If any provision of this Agreement, or the application of such provision,
5 should be rendered or declared invalid or unlawful by any court action or by
6 reason of any existing or subsequently enacted legislation, or State or
7 Federal rule or regulation or Administrative Agency action, the remaining
8 parts or portions of this Agreement shall remain in full force and effect.
9

10 26.2 In the event any provision of this Agreement, or the application of such
11 provision should be rendered or declared invalid as described in 26.1 above,
12 the Employer and the Union will, as soon as practical, meet to determine
13 whether a replacement provision is necessary. If the Parties mutually agree
14 that a replacement provision is necessary, the provision shall be prepared in
15 keeping with the requirements of Article 27 of this Agreement.
16
17

ARTICLE 27

APPENDICES AND AMENDMENTS

27.1 Issues neither foreseen nor addressed during these negotiations and not included in this Agreement may be addressed by the Parties and included as an amendment by a mutually agreed Memorandum of Understanding ("MOU"). Under such circumstances, the PBA is specifically authorized by bargaining unit members to enter into an MOU to clarify or amend this Agreement, without the need for ratification by bargaining unit members. The form of the MOU shall be as set forth in Appendix 1 of this Agreement.

27.2 All appendices and amendments to this Agreement shall be numbered, dated and signed by the Parties, shall become part of this Agreement, and shall be subject to all provisions of this Agreement.

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APPENDICES

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Appendix

Description

- | | |
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| 3 | Uniform Request |
| 4 | Grievance Form |

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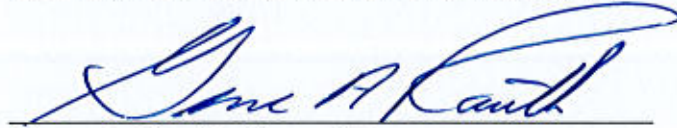
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SIGNATURE PAGE

Except as otherwise provided herein, this Agreement shall be effective upon ratification, and shall continue in force and effect from its ratification until its expiration date of September 30, 2021, or otherwise until a successor Agreement is ratified by the Parties.

IN WITNESS THEREOF, the Parties have caused this Agreement to be signed by their duly authorized representatives on the dates noted below.

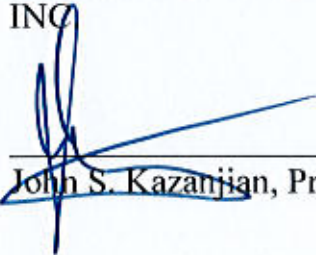
FOR THE TOWN OF JUPITER ISLAND



Gene A. Rauth, Town Manager



FOR THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION,
INC



John S. Kazanjian, President

9/14/18
DATE.

MEMORANDUM OF UNDERSTANDING

M.O.U. Number: (use date)

Contract Article: _____

Contract End Date: _____

Effective Date: _____

(Body of text goes here)

Management Team Members:

Date of Signatures:

Chief

Town Manager

PBA Members:

Date of Signatures:

ORDINANCE NO. 336

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF JUPITER ISLAND, MARTIN COUNTY, FLORIDA, AMENDING ORDINANCE NO. 245, AT SECTION 2-145, STEP 4, SO AS TO DELETE THE FOLLOWING LANGUAGE: "ALSO, IN THE EVENT OF A MATTER RELATED TO THE TOWN'S DRUG FREE WORKPLACE POLICY, THE TOWN COMMISSION SHALL REVIEW AND APPROVE ALL PERSONNEL DECISIONS."; AND, TO CONFORM AND CLARIFY THE REMAINING PROVISIONS OF ORDINANCE 245, PROVIDING FOR A METHOD OF EMPLOYEE GRIEVANCES; PROVIDING FOR DEFINITIONS; PROVIDING FOR THE ESTABLISHMENT OF A GRIEVANCE RESOLUTION BOARD; PROVIDING FOR THE POWERS AND DUTIES OF SAID BOARD; PROVIDING FOR RESOLUTION OF INFORMAL GRIEVANCES; PROVIDING FOR RESOLUTION OF FORMAL GRIEVANCES; PROVIDING FOR INCLUSION INTO THE TOWN'S CODE OF ORDINANCES AT CHAPTER 2, ADMINISTRATION, ARTICLE VI, BOARDS, COMMISSIONS AND COMMITTEES, BY CREATING A NEW DIVISION 2, GRIEVANCE RESOLUTION BOARD; PROVIDING FOR REPEAL OF ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED BY THE TOWN COMMISSION OF THE TOWN OF JUPITER ISLAND, MARTIN COUNTY, FLORIDA, AS FOLLOWS:

Section 1. Ordinance No. 245 passed and adopted by the Town Commission on April 30, 1999, and amended July 10, 2000, is hereby amended by incorporating the language of said Ordinance in the Town's codified set of ordinances at Chapter 2, Administration, Article VI, Boards, Commissions and Committees, by including a new Division 2, incorporating therein, an amendment at Section 2-145, Step 4, so as to delete the reference to the Town Commission's review and approval of all personnel decisions related to matters involving the Town's Drug-Free Workplace Policy, and to conform and clarify the provisions of said Ordinance to read as follows:

CHAPTER 2

ADMINISTRATION

Article VI. Boards, Commissions and Committees

Division 2. Grievance Resolution Board

Sec. 2-140. Resolution of Employee Grievances.

It is declared that the public policy of the Town, and the purpose of this Ordinance, is to provide implementation of a procedure for review of certain employee grievances while maintaining the orderly and uninterrupted operations and functions of government and management. This procedure will provide the means to attempt to resolve disputes which may arise between employees and their supervisors.

Sec. 2-141. Definitions.

The following words, terms and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning.

Board means the Grievance Resolution Board.

Employee means any regular, full-time employee of the Town. Introductory employees are excluded from these provisions unless said employee is serving an introductory period on a promotional appointment status in a regular position.

Formal Grievance means a dispute or difference between employees and their supervisors involving formal disciplinary action, including dismissal, demotion, and/or suspension. Formal grievances may begin at Step 3 of the process.

Informal Grievance means a dispute or difference between employees and their supervisors involving a verbal counseling or reprimand. Informal grievances shall not advance past Step 2 of the grievance procedure.

Grievance Statement means a written statement of the grievance and the facts upon which it is based.

Grievance Form is the form provided by the Town of Jupiter Island used to file a grievance.

Sec. 2-142. Time Limitations.

The time periods set forth in this grievance procedure shall be strictly observed, and it shall be the responsibility of the aggrieved employee to ensure that the time limits for processing a grievance are met. If for any reason the aggrieved employee does not receive a timely response at any step of the process, it is the employee's responsibility to timely advance the grievance to the next step.

These time periods may be extended by mutual written agreement of the employee and the other party involved at any given step.

Sec. 2-143. Grievance Resolution Board.

A. *Authorized, empowered.* There is hereby authorized and empowered for each properly grievable occurrence a Grievance Resolution Board to hear employee appeals on formal grievances. The Board shall consist of three regular members and three alternate members serving staggered terms. One regular and one alternate member shall be appointed by the Town Commission, and one regular and one alternate member shall be appointed by the Town Manager. The appointees of the Town Commission and the Town Manager shall jointly appoint one regular and one alternate member. The members shall serve two-year terms and until his or her successor is appointed. One regular and one alternate member shall serve a term that expires April 30, 2000 (as the initial term expires the new term shall be two years) and two regular and two alternate members shall serve terms that expire April 30, 2001. The regular members shall select a chairperson at its first meeting following each round of appointments. Alternate members may act in the temporary absence of the regular member designated by the same entity that designated the alternate or when that regular member is disqualified in a particular case. The chair and other members shall devote such time as is necessary to perform their duties in a fair and impartial manner.

B. *Powers and Duties.* The function of the Board shall be to review unresolved employee formal grievances that have been properly processed pursuant to the Town grievance procedure as noted herein and submitted to the Board on a timely basis. Except as otherwise specified below, the Board shall have the power to establish its own procedures, schedule and conduct hearings, and take evidence and/or testimony from interested parties. All available written documents and reports relevant to

the formal grievance shall be submitted to the Board. All proceedings of the Board shall comply with the open records and open meetings requirements of Chapters 119 and 286, Florida Statutes.

In all cases the Board shall be bound by and act with due regard for the Town's right to determine unilaterally the purpose of each department, set standards of services to be offered to the public, exercise control and discretion over organization and operations, direct employees, take disciplinary action for proper cause, and relieve employees from duty because of lack of work or for other legitimate reasons. Nothing contained in this article shall diminish or impede the exercise of those management rights.

Sec. 2-144. Resolution of Informal Grievances.

A. Step 1.

The aggrieved employee shall present any grievance orally to his or her immediate supervisor within three (3) working days of the matter causing the complaint. Discussion will be informal for the purpose of resolving differences in the simplest and most direct manner. It is expected that most matters can be resolved at Step 1. If the employee is not satisfied with the results of the oral discussion with his or her immediate supervisor, the grievance may be presented in writing on the grievance form to the immediate supervisor within two (2) working days following the initial oral discussion. The immediate supervisor shall render his or her decision, in writing, within three (3) working days of receipt of the grievance form.

B. Step 2.

If the grievance is not resolved in Step 1, the employee may within five (5) working days of receipt of the immediate supervisor's written decision, submit the written grievance to the employee's Department Head. If the employee's immediate supervisor is also the Department Head, the employee may proceed to Step 3.

The Department Head shall confer with the employee's immediate supervisor and with the employee, and shall investigate as he or she deems necessary to resolve the grievance. Within five (5) working days of the receipt of the written grievance, the Department Head shall then conduct a meeting with the employee, the supervisor, and any other relevant persons concerning the grievance. The Department Head shall give the employee a written decision on the grievance within two (2) working days of the meeting.

With regard to all informal grievances, the decision of the Department Head will be final.

Sec. 2-145. Resolution of Formal Grievances.

A. Step 3.

A grievance involving suspension, demotion or discharge may be introduced, in writing, to the Town Manager within seven (7) working days of the event giving rise to the grievance.

If the Department Head has not resolved the grievance at Step 2, the employee may forward the written grievance to the Town Manager within three (3) working days of receipt of the Department Head's written decision.

The Town Manager shall meet with the aggrieved employee within seven (7) working days after the receipt of the grievance. If a resolution of the grievance is not reached at this meeting, the Town Manager shall furnish a copy of his or her decision to the aggrieved employee within five (5) working days after the meeting.

An employee who is grieving suspension, demotion or discharge may appeal the Town Manager's decision to Step 4, the Grievance Resolution Board.

B. Step 4.

If the grievance is not resolved by written response of the Town Manager, the employee may, within seven (7) working days of receipt of the Town Manager's written decision, forward the written grievance to the Board, which shall, within a reasonable period of time, not to exceed 30 days, conduct a hearing on the matter. At the hearing, the Board shall consider only the grounds and reasons for the grieved discipline and shall only consider evidence relevant to the truth or falsity of those grounds and reasons. Upon conclusion of the hearing, the Board shall prepare findings of fact and, based on those findings, either affirm or reverse the grieved action. The Board shall render its decision in writing within fifteen (15) days of the hearing. If affirmed, the grievance resolution procedure ends at this Step. If reversed, the Town Manager shall review the Board's findings of fact and issue discipline consistent with the findings. The Board has no authority to modify any discipline that was ordered. Discipline will remain within the purview of the Town Manager. Notwithstanding the foregoing, if the Town Manager is an employee's

immediate supervisor, the Board has the authority to modify discipline ordered by the Town Manager.

In the event of a complaint involving the Town Manager, the Board will fulfill the investigatory and decision making role of the Town Manager in this process.

Section 2. Repeal of Ordinances In Conflict.

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

Section 3. Severability.

If any court of competent jurisdiction holds any word, part, section, paragraph or provision hereof to be unlawful or unconstitutional, such ruling or finding shall not affect the remaining portions of this Ordinance, which shall remain in full force and effect.

Section 4. Codification.

This Ordinance shall be codified and made a part of the official Code of Ordinances of the Town of Jupiter Island.

Section 5. Effective Date.

This Ordinance shall become effective immediately upon passage.

PASSED UPON FIRST READING THE 15th DAY OF November, 2011.

PASSED AND ADOPTED UPON SECOND READING THE FOLLOWING
PUBLIC HEARING THE 13th DAY OF December, 2011.

(SEAL)



TOWN OF JUPITER ISLAND, FLORIDA

[Signature]
Mayor

[Signature]
Vice Mayor

[Signature]
Commissioner

[Signature]
Commissioner

[Signature]
Commissioner

ATTEST:

[Signature]
Clerk

REQUISITION FORM

Appendix 3

JUPITER ISLAND PUBLIC SAFETY DEPARTMENT UNIFORM / EQUIPMENT REQUISITION FORM

NAME:

DIVISION / UNIT:

DATE:

UNIFORMS	QTY
CLASS A	
LS SHIRTS (BLUE) - SIZE:	(2)
UNIFORM PANTS - SIZE:	(2)
DARK BLUE TIE	(1)
HAT - SIZE: 7 1/4	(1)
HAT RAIN COVER	(1)
HAT ACORNS	(1)
HAT STRAP	(1)
HAT BADGE	(1)
CLASS B	
SS SHIRTS (BLUE) - SIZE:	(5)
UNIFORM PANTS - SIZE:	(5)
POLICE BALL CAP	(1)
WINTER JACKET	(1)
ID CARD	(1)
NAME TAG	(1)
EMT PIN	(1)
FIRE PIN	(1)
MOURNING BAND	(1)
UNIFORM BADGE	(1)
COMMEMORATIVE BADGE	(1)
SPECIALTY BADGE	(1)
CLASS C	
BLUE POLO SHIRT SIZE:	(3)
BDU PANTS SIZE:	(3)
BDU SHORTS SIZE:	(3)

DUTY BELT	L*	N*	QTY
GUN BELT	(1)		
PANTS BELT	(1)		
RADIO HOLDER	(1)		
HOLSTER	(1)		
MAGAZINE HOLDER	(1)		
FLASHLIGHT RING	(1)		
EXPAND BATON	(1)		
EXPAND BATON HOLDER	(1)		
HANDCUFF CASE	(1)		
HANDCUFFS	(1)		
GLOVE POUCH	(1)		
KEEPERS	(Set of 4)		
*OFC issued leather (L) and nylon (N) gear			

MISCELLANEOUS EQUIPMENT	
TICKET BOOK HOLDER	(2)
METAL CLIPBOARD/REPORT HOLDER	(1)
PORTABLE SERIAL #	(1)
ELECTRONIC BUILDING KEY	(1)
POLICE POLICY MANUAL CD #	(1)
TOWN POLICY MANUAL #	(1)
RALISTIC VEST SIZE:	(1)
RALISTIC COVER	(1)
TATICAL KNIFE	(1)
EMT WATCH	(1)
RAINCOAT SIZE:	(1)

BIKE SHORTS - SIZE:	(1)	QTY
BIKE GLOVES	(1)	
BIKE SHOES - SIZE:	(1)	
WEAPONS		
DUTY	MAKE	MODEL SERIAL
OFF DUTY	MAKE	MODEL SERIAL
BUNKER GEAR		
FIRE BAG		(1)
JACKET - SIZE:		(1)
PANTS - SIZE:		(1)
BOOTS - SIZE:		(1)
NOMEX HOOD		(1)
GLOVES - SIZE:		(1)
SUSPENDERS		(1)
HELMET W/ VISOR		(1)
SPANNER WRENCHES		(2)

SIGNATURE:

MO:My Documents\Uniform & Equipment Inventory

Grievance Form

Contract Period
10/1/2018 to 9/30/2021

Step 1: The aggrieved employee shall present any grievance orally to his or her immediate supervisor within three (3) working days of the matter causing the complaint. Discussion will be informal for the purpose of resolving differences in the simplest and most direct manner. It is expected that most matters can be resolved at Step 1. If the employee is not satisfied with the results of the oral discussion with his or her immediate supervisor, the grievance may be presented in writing on the grievance form to the immediate supervisor within two (2) working days following the initial oral discussion. The immediate supervisor shall render his or her decision, in writing, within three (3) working days of receipt of the grievance form.

Date presented to Supervisor: _____

Grievant's Signature: _____

Date of written response as to disposition of grievance from Supervisor to the Grievant: _____

Supervisor's Signature: _____

_____ Date of Grievance	_____ Name of Grievant	_____ Signature of Grievant
----------------------------	---------------------------	--------------------------------

Grievance:

Describe the facts giving rise to the grievance:

This complaint involves the interpretation or application of the following Article or Articles (specify sections):

Step 2: If the grievance is not resolved in Step 1, the employee may within five (5) working days of receipt of the immediate supervisor's written decision, submit the written grievance to the employee's Department Head. If the employee's immediate supervisor is also the Department Head, the employee may proceed to Step 3.

The Department Head shall confer with the employee's immediate supervisor and with the employee, and shall investigate as he or she deems necessary to resolve the grievance. Within five (5) working days of the receipt of the written grievance, the Department Head shall then conduct a meeting with the employee, the supervisor, and any other relevant persons concerning the grievance. The Department Head shall give the employee a written decision on the grievance within two (2) working days of the meeting.

With regard to all informal grievances, the decision of the Department Head will be final.

Date written grievance to employee's Department Head: _____

Grievant's Signature: _____

Department Head's Signature: _____

Date written response received by Grievant: _____

Grievant's Signature: _____

Department Head's Signature: _____

Step 3: If the Department Head has not resolved the grievance at Step 2, the employee may forward the written grievance to the Town Manager within three (3) working days of receipt of the Department Head's written decision.

The Town Manager shall meet with the aggrieved employee within seven (7) working days after the receipt of the grievance. If a resolution of the grievance is not reached at this meeting, the Town Manager shall furnish a copy of his or her decision to the aggrieved employee within five (5) working days after the meeting.

Date Grievant filed grievance with Town Manager: _____

Grievant's Signature: _____

Town Manager's Signature: _____

Date Grievant met with Town Manager to resolve grievance: _____

Grievant's Signature: _____

Town Manager's Signature: _____

Date of written response as to disposition of grievance from the Town Manager to the Grievant: _____

Grievant's Signature: _____

Town Manager's Signature: _____

Step 4: Within seven (7) days of receiving the Town Manager's response, the grievant shall notify the Town Manager of an intent to proceed to the Grievance Resolution Board.

Date Grievant notified Town Manager of intent to proceed to the Grievance Resolution Board: _____

Grievant's Signature: _____

Town Manager's Signature: _____

(OR)

Within seven (7) days of receiving the Town Manager's response, the grievant shall notify the Town Manager of an intent to arbitrate the grievance.

Date Grievant notified Town Manager of intent to arbitrate grievance: _____

Grievant's Signature: _____

Union Representative's Signature/Assent to Arbitrate: _____

Town Manager's Signature/Assent to Arbitrate: _____

Date list of five (5) qualified Arbitrators received: _____

Union Representative's Signature: _____

Town Manager's Signature: _____

Date Arbitrator selected from list: _____

Name of Arbitrator selected from list: _____

Union Representative's Signature: _____

Town Manager's Signature: _____