

AGREEMENT

Between the

CITY OF TREASURE ISLAND, FLORIDA

And the

SUN COAST POLICE BENEVOLENT ASSOC., INC

October 1, 2021 to September 30, 2024



TABLE OF CONTENTS

PREAMBLE	3
RECOGNITION.....	3
NON-DISCRIMINATION	4
DUES DEDUCTION.....	4
PBA REPRESENTATION	6
PBA BUSINESS.....	6
BULLETIN BOARD	7
GRIEVANCE PROCEDURE	7
STRIKES AND LOCKOUTS.....	10
FUNERAL LEAVE.....	10
MILITARY LEAVE	11
LEAVE BENEFITS.....	12
SERGEANT	18
SENIORITY AND REDUCTION-IN-FORCE	19
INDEMNIFICATION	21
MAINTENANCE OF CONDITIONS.....	21
SAFETY AND EQUIPMENT	22
SAVINGS CLAUSE.....	22
EMPLOYEE RIGHTS.....	22
WORK PERIOD AND OVERTIME	23
REIMBURSEMENT FOR DAMAGED PERSONAL PROPERTY.....	24
PAY PLAN	25
UNIFORM MAINTENANCE ALLOWANCE	31
JURY DUTY.....	31
PERSONNEL RECORDS	31
SUBSTANCE TESTING.....	32
RETIREMENT PLAN	38
EDUCATIONAL ASSISTANCE	38
INSURANCE.....	39
PERMIT ASSIGNMENT.....	40
CREDIT UNION.....	40
SERVICE BONUS	40
VEHICLES	41
DURATION.....	41

ARTICLE 1 PREAMBLE

This Agreement is entered into by the City of Treasure Island, Florida hereinafter referred to as the "City" and the Sun Coast Police Benevolent Association, Inc., hereinafter referred to as the "PBA" for the purpose of promoting harmonious relations between the City and the employees, to establish an orderly and peaceful procedure, to settle differences which might arise, and to set forth the basic and full agreement between the parties concerning rates of pay, wages, safety and health and hours of work as specifically outlined in this Agreement.

ARTICLE 2 RECOGNITION

The City hereby recognizes the PBA as the sole bargaining agent for presenting proposals relative to salaries and other conditions of employment for the bargaining unit which shall consist of all full time officers and sergeants.

ARTICLE 3 MANAGEMENT RIGHTS

SECTION 1. Except as expressly provided for in this Agreement, the employer retains the sole right to manage its operations and direct the working force, including the rights to decide the number and location of stations, the operating and motorized equipment, the scope of service to be performed, the method of service, the schedule of work time; to contract and sub-contract existing and future work to determine whether and to what extent the work required in its operations shall be performed by employees covered by this Agreement; to maintain order and efficiency in its stations and locations; to curtail or discontinue temporarily or permanently, in whole or in part, operations whenever in the opinion of the employer good business judgment makes such curtailment or discontinuance advisable; to hire, lay off, assign, transfer, promote, and determine the qualifications of employees; to suspend, demote, discharge or take other disciplinary action against employees for just cause; to determine the starting and quitting time and the number of hours to be worked; to establish, change or modify duties, tasks, responsibilities or requirements within job descriptions in the interest of economy, efficiency, technological change or operating requirements; and to have complete authority to exercise those rights and powers incidental thereto, subject only to such regulations governing the exercise of these rights as are expressly and specifically provided in this Agreement.

SECTION 2. If it is determined that civil emergency conditions exist, including, but not limited to riots, civil disorders, hurricane conditions, the provisions of this Agreement may be suspended during the time of the declared emergency, providing that wage rates and monetary fringe benefits shall not be suspended.

SECTION 3. The above rights of the employer are not all-inclusive but indicate the type of matters or rights which belong to and are inherent to the employer in its capacity as management of the Police Department of the City of Treasure Island. Any of the rights, powers and authority the employer had prior to entering this Collective Bargaining Agreement are retained by the employer, except as expressly and specifically abridged, delegated, granted or modified by this Agreement. Those inherent and common law management functions and prerogatives which the employer has not expressly modified or restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to the grievance procedure.

SECTION 4. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. Therefore, the employer and the Association for the life of this Agreement, each voluntarily and unqualified, waives the right and agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.

ARTICLE 4 NON-DISCRIMINATION

The parties agree not to interfere with the right of any employee covered by this Agreement to become a member of the PBA, withdraw from membership from the PBA, or refrain from becoming a member of the PBA. There shall be no discrimination against any employee covered by this Agreement due to PBA membership or activity or lack of PBA membership or activity.

ARTICLE 5 DUES DEDUCTION

SECTION 1. Employees covered by this Agreement may authorize payroll deductions for the purpose of paying PBA dues only. The following form shall be provided by the City:

**TREASURE ISLAND POLICE DEPARTMENT
AUTHORIZATION FOR DEDUCTION OF PBA DUES**

I, _____, hereby authorize the City of Treasure Island to deduct from my wages each month the current monthly PBA dues and to transmit this amount to the Treasurer of the Sun Coast Police Benevolent Association.

I understand that this authorization is voluntary and that I may revoke it at any time by giving the City written notice in accord with the PBA Agreement.

SIGNED _____

DATE _____

PAYROLL NUMBER _____

SOCIAL SECURITY # _____

SECTION 2. The PBA will initially notify the City as to the amount of dues. Such notification shall be certified to the City in writing over the signature of an authorized officer of the PBA. Changes in PBA membership dues shall be similarly certified to the City and shall be done at least one (1) month in advance of the effective date of such change.

SECTION 3. Dues shall be deducted monthly and the funds deducted shall be remitted to the Treasurer of the PBA within thirty (30) days. The PBA shall indemnify, defend and hold the City harmless against any and all claims made and against any and all suits instituted and judgments against the City because of action by the City in compliance with this Article.

SECTION 4. The payroll deduction shall be revocable by the employee providing thirty (30) days written notice to the City on the following form and the City shall notify the PBA of any revocation:

**TREASURE ISLAND POLICE DEPARTMENT
INSTRUCTIONS TO STOP PAYROLL DEDUCTION OF PBA DUES**

I, _____, hereby instruct the City of Treasure Island to stop deducting from my wages each month the current monthly dues for the Sun Coast Police Benevolent Association.

SIGNED _____

DATE _____

PAYROLL NUMBER _____

SOCIAL SECURITY # _____

SECTION 5. The PBA agrees to pay the employer an annual fee of \$100.00 for the services of dues. The PBA shall pay the city no later than January 15 of each year of this contract.

ARTICLE 6 PBA REPRESENTATION

SECTION 1. Neither party in negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. The bargaining committee of the PBA shall consist of not more than three (3) representatives. The PBA will furnish the City with a written list of the PBA's bargaining committee prior to the first bargaining meeting.

SECTION 2. Copies of special orders, general orders or training bulletins affecting PBA members shall be made available to the PBA upon request at the "normal" cost of copying charged to the public.

SECTION 3. Solicitation of any and all kinds by the PBA, including solicitation of memberships and the collection of PBA monies, shall not be engaged in during working hours. Further, the PBA and the City agree to comply with all provisions of State law relative to collective bargaining and the conduct of union activities and City business.

SECTION 4. All collective bargaining between the City of Treasure Island and the PBA shall be done at mutually agreed times and dates and all PBA bargaining team member will receive pay, if on duty, for collective bargaining as long as it does not affect the proper operation of the Police Department.

ARTICLE 7 PBA BUSINESS

SECTION 1. An employee, designated by the PBA, may be granted a leave of absence upon request of the PBA president or designee, for Union business. Such leave shall be treated as personal leave (vacation or leave without pay) and shall not exceed five (5) work days a calendar year.

SECTION 2. Permission for such leave may be withheld by the Chief if operational considerations so require.

SECTION 3. Such leave shall be considered as time worked for all seniority rights and fringe benefits, excluding overtime pay.

ARTICLE 8 BULLETIN BOARD

SECTION 1. The PBA shall have the use of a Bulletin Board located in the Police Station. Use shall be restricted to:

- A) Notices of PBA elections and results of elections.
- B) Notices of PBA meetings and minutes of same.
- C) Notices of PBA recreational and social affairs.
- D) Other notices that are approved, in writing, by the Chief, or in his or her absence, the City Manager or his or her designee. The Chief's/City Manager's decision shall be final and shall not be subject to the grievance procedure.

All notices to be posted will be signed by an official of the PBA. A duplicate copy of each notice shall be delivered to the office of the Chief prior to the time the notice is posted. All notices will include the signature of the Chief or, in his or her absence the City Manager or City Manager's designee, approving the posting. Any material found on the Bulletin Board, not in compliance with this section, shall be removed by an appropriate City Official and given to the appropriate union PBA official.

SECTION 2: All costs in preparing and posting of PBA notices shall be borne by the PBA.

ARTICLE 9 GRIEVANCE PROCEDURE

SECTION 1 In a mutual effort to provide harmonious working relations between the parties of this Agreement, it is agreed to and understood by both parties that there shall be a procedure for the resolution of grievances or misunderstandings between the parties arising from the application or interpretation of this Agreement.

A grievance shall be defined as an alleged violation of a specific provision of this Agreement.

Grievances shall be processed in accordance with the following procedure:

Step 1. The aggrieved employee shall discuss the grievance with his or her immediate supervisor within five calendar days not including Saturday, Sunday, or holidays of the occurrence which gave rise to the grievance. An association representative may be present to represent the employee, if the employee desires him or her present. The immediate supervisor shall attempt to adjust the matter and/or respond to the employee within five calendar days not including Saturday, Sunday, or holidays.

Where a grievance is general in nature in that it applies to a number of employees having the same issue to be decided, it shall be presented directly at Step 2 of the

grievance procedure within the time limits provided for the submission of a grievance in Step 1, and signed by the aggrieved employee(s), and the association representative on their behalf if the employee(s) so desires his or her assistance. All grievances must be processed within the time limits herein provided unless extended by mutual agreement.

Step 2. If the grievance has not been satisfactorily resolved, the aggrieved employee and the association representative, if the employee wishes his or her assistance, shall reduce the grievance to writing, stating the specific provision of this Agreement the employee believes has been violated and what remedy is requested. The employee shall present such written grievance to the Chief within ten (10) calendar days not including Saturday, Sunday and holidays from the time the immediate supervisor's response was due in Step 1.

The Chief shall meet with the employee and the association representative if the employee wishes him or her present, within ten (10) calendar days of receipt of the Step 2 grievance not including Saturday, Sunday or holidays. The Chief shall respond in writing within ten (10) calendar days not including Saturday, Sunday, or holidays from date of the meeting.

Step 3. If the grievance has not been satisfactorily resolved in Step 2, the employee or the association, if the employee wishes its assistance, may present a written appeal to the City Manager within ten (10) calendar days following receipt of the chief's response not including Saturday, Sunday or holidays. The City Manager shall meet with the employee and the association representative if the employee wishes him or her present, within ten (10) calendar days of receipt of the Step 3 grievance not including Saturday, Sunday or holidays. The City Manager shall respond in writing within ten (10) calendar days not including Saturday, Sunday or holidays from the date of the meeting.

Step 4. Any grievance that is not resolved in the grievance procedure may be referred, by written request from the union, within ten (10) calendar days not including Saturday, Sunday, or holidays of the date the City Manager's response is due in Step 3 to arbitration.

1. The parties will meet and attempt to mutually agree upon a neutral party to arbitrate the grievance.
2. If the parties fail to mutually agree upon an arbitrator within ten (10) calendar days not including Saturday, Sunday or holidays after the date of receipt of the arbitration request, a list of seven (7) qualified neutrals shall be requested from the Federal Mediation and Conciliation Service by the Human Resources Director. Within ten (10) calendar days not including Saturday, Sunday or holidays, after receipt of the list, the parties shall meet and alternately cross out names on the list and the remaining name shall be the arbitrator. The grieving party shall cross out first.

3. The arbitration shall be conducted under the rules set forth in this Agreement. Subject to the following, the arbitrator shall have the jurisdiction and authority to hear a grievance as defined in this Article and to advise City Commission if a violation of the Agreement has taken place.
4. However, the arbitrator shall have no authority to change, amend, add to, subtract from or otherwise alter or supplement this Agreement or any part thereof of any amendment thereto.
5. The arbitrator shall have no authority to consider or rule upon any matter which is stated in this Agreement not to be subject to arbitration, which is not a grievance as defined in this article, or which is not specifically covered by this Agreement.
6. The arbitrator shall confine himself/herself exclusively to the question which is presented to him or her, which question must be actual and existing.
7. Copies of the award of the arbitrator, made in accordance with the jurisdictional authority under this Agreement, shall be furnished to both parties within thirty (30) days of the hearing and shall be binding in accordance with Florida Statute 447.401.
8. The parties shall attempt to mutually agree in writing as to the issue to be arbitrated prior to a hearing.
9. Each party shall bear the expense of its own witness and its own representatives. The parties shall bear equally the expense of the arbitrator. Any party requesting a copy of the transcript of such arbitration hearing shall bear the cost of the same.
10. The arbitrator shall be requested to render his or her decision as soon as possible, but in any event, not later than thirty (30) calendar days after the hearing. In case of a grievance involving any continuing or other money claim against the City, no award shall be made by the arbitrator, which shall allow any alleged accruals for more than five (5) calendar days prior to the date when such grievance shall have been submitted in writing.
11. This grievance and arbitration procedure may only be used by employees who are represented by the Pinellas County PBA. Employees who pursue a grievance without PBA representation must do so under the grievance procedure set forth in Rule 9.5 of the City's Career Service System Manual. A grievance may not be pursued under more than one grievance procedure.

SECTION 2. Any grievance not processed in accordance with the time limits provided above shall be considered conclusively abandoned. Any grievance not answered by

management in the time limits provided above automatically advances to the next higher Step of the grievance procedure.

ARTICLE 10 STRIKES AND LOCKOUTS

SECTION 1. There shall be no strikes, work stoppages, picket lines operating during a strike or to seek to change agreed upon conditions during the term of this contract, slowdowns, boycotts or concerted failure or refusal to perform assigned work by the employees or the PBA and there will be no lockouts by the City. The PBA supports the City fully in maintaining normal operations.

SECTION 2. "Strike" means the concerted failure to report for duty, the concerted absence of employees from their positions, the concerted stoppage of work, the concerted submission of resignations, the concerted abstinence in whole or in part of any group of employees from the full and faithful performance of their duties of employment with the City of Treasure Island, the employer, for the purpose of inducing influencing, condoning or coercing a change in the terms and conditions of employment or participating in a deliberate and concerted course of conduct which adversely affects the services of the employer, the concerted failure to report for work after the expiration of a collective bargaining agreement and picketing in furtherance of a work stoppage.

SECTION 3. Any employee who participates in or promotes a strike, work stoppage, picket line, slowdown, boycott or concerted failure or refusal to perform assigned work may be disciplined or discharged by the City in accordance with City personnel rules. The PBA and its members recognize and agree that Section 447.505 of the Florida Public Employee's Collective Bargaining Statute prohibits them individually or collectively as public employees or the PBA from participation in a strike against the City of Treasure Island.

SECTION 4. It is recognized by the parties that they are responsible for and engaged in activities which are the basis for the health and welfare of the citizens and that any violation of this Section could give use to irreparable damage to the City and to the public at large. Accordingly, it is understood and agreed that in the event of any violation of this Section, the City or the PBA shall be entitled to seek and obtain immediate injunctive relief.

ARTICLE 11 FUNERAL LEAVE

SECTION 1. Employees covered by this Agreement shall be granted, operational conditions permitting, time off with pay not to exceed three (3) days (or five (5) days if

the funeral is out of state) in the event of a death in his or her immediate family. Days off may be used in addition to the paid time described herein.

SECTION 2. The employee's "immediate family" shall be defined as spouse, a person with whom one was presently residing as if a family, father, mother, step-parents, natural, step and adopted children, brother, sister, father-in-law, mother-in-law, grandparents, grandchildren, aunt, uncle, brother-in-law and sister-in-law.

SECTION 3. Funeral leave shall not be charged to vacation or sick leave.

SECTION 4. Should an employee require additional time other than provided in Section 1 of this Article, the employee may request the additional time from the Chief. Upon approval by the Chief, any additional time off will be charged vacation, comp time, or unpaid leave.

SECTION 5. The employee shall provide the Chief with proof of death in family as defined before compensation is approved. To receive funeral leave, the employee must actually attend the funeral service.

ARTICLE 12 MILITARY LEAVE

SECTION 1. All employees who are commissioned reserve officers or reserve enlisted personnel in the United States military or naval service or members of the National Guard are entitled to leaves of absences from their respective duties, without loss of vacation leave, pay, time or efficiency rating, on all days during which they are engaged in training ordered under the provisions of the United States military or naval training regulations for such personnel when assigned to active or inactive duty.

Leaves of absence granted as a matter of legal right under the provisions of Florida State Statutes, Chapter 115.07, shall not exceed two hundred and forty working hours. Administrative leaves of absences for additional or longer periods of time for assignment to duty functions of a military character shall be without pay and shall be granted, and when so granted shall be without loss of time or efficiency rating.

Employees who are called to active military service shall receive full pay for the first thirty (30) days. The employer shall continue to provide all health insurance and other existing benefits to such employees as required by the Uniformed Services and Employment and Reemployment Act.

During the leave of absence, employees shall be entitled to preserve all seniority rights, efficiency ratings, promotional status and retirement privileges. The period of active military service shall, for purposes of computation to determine whether such person may be entitled to retirement under the laws of the state, be deemed

continuous service. While absent on such leave without pay, employees shall not be required to make any contribution to any retirement fund.

Requests for military leave shall be submitted in writing with a copy of the military orders attached thereto at least one (1) month (if possible) prior to the commencement date of the proposed leave.

For the first thirty (30) days following commencement of an employee's authorized military leave, the City will continue to pay the City's portion of any health benefits in place at the time of said leave. During this period, the employee will be required to contribute their normal share of the premiums.

Following thirty (30) days of authorized military leave, the employee may elect to continue their current coverages for a period up to eighteen months and will be responsible for 100% of the premiums. Should an employee elect not to continue benefits or fails to remit payment for premiums and coverage is terminated, reinstatement shall be without any waiting period or exclusion for preexisting conditions upon return to work.

SECTION 2. The employee shall be required to submit an order or statement from the appropriate military commander as evidence of such duty. Such order or statement must accompany the formal request for military leave.

SECTION 3. Employees who are members of the Florida National Guard or other reserve components of the Armed Forces of the United States and are involuntarily called up to active duty for purposes other than training shall be entitled to all veterans reemployment rights mandated by federal and state law.

SECTION 4. Employees who are members of the Florida National Guard or other reserve components of the Armed Forces of the United States and are called up to active duty for purposes other than training and who still reside within a one-hour commute to the City may, with the approval of their military commanding officer, request such city duty assignments as may be available, subject to the approval of the Police Chief.

ARTICLE 13 LEAVE BENEFITS

SECTION 1. Holidays

- A. Holiday pay of eight (8) additional hours at straight time shall be paid to all eligible employees for each of the listed holidays.

Employees required to work on any of these observed holidays will in addition to receiving holiday pay set forth above, be compensated at a rate of time and one half for all hours worked on the holiday.

Employee designated floating holiday shall not be accrued from year to year or taken in hourly increments. Floating holidays not used by calendar year end will be forfeited.

The holiday will be observed on the calendar day of the holiday, not the day the City observes the holiday if these days are different.

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

- B. When a holiday falls on an employee's scheduled workday and the employee is on previously approved vacation, the employee will be paid Holiday Pay for the hours of the originally scheduled shift.
- C. When a holiday falls on an employee's scheduled workday and the employee is not scheduled to work because operations are reduced on the holiday, the employee will be paid Holiday Pay for the hours not scheduled. Such hours are counted as "hours worked" for the purpose of calculating hours towards overtime.
- D. Employees who are absent for any reason other than previously approved vacation, on their scheduled shifts the day before or the day after the holiday are not eligible for this pay.

SECTION 2. Vacation Leave:

Full time employees shall be entitled to earn and accrue annual leave with pay. Vacation leave may be taken as it is earned.

- A. Computation of Vacation Leave: Annual vacation leave shall accrue at the following rate for employees on a regular work week.

Completed Years of Service

Hours Accrued Annually

0 through 4 yrs	88 hours
5 through 9 yrs	128 hours
10 through 14 yrs	160 hours
15 through 19 yrs	168 hours
20 years	176 hours
21 years	184 hours
22 years	192 hours
23 years	200 hours
24 years	208 hours

Upon separation from service for any reason, the employee shall be paid for accrued vacation except those employees having less than six months of full time service.

B. Accumulation of Annual Leave: A maximum of up to two times an employee's annual accrual up to a maximum of 320 hours may be carried forward into the next calendar year.

C. Restrictions: Annual leave shall not be earned by an employee during leave of absence without pay, or when the employee is otherwise on a non-pay status.

D. Schedules for Annual Leave:

Employees shall, based on seniority, request vacation, in writing, no later than 60 days before the effective shift change date. (For example, if the shift change date is Jan. 1, Employees must submit vacation requests in writing no later than Nov. 1.) The Chief, or designated agent, shall approve or deny the request within two (2) weeks of the request, in writing. Once an Employee has selected the dates they may not be changed without the express written approval of the Chief. If a change is permitted that Employee shall not be able to bump other Employees because of seniority. The Chief shall have the final decision on vacation selections based upon the operating needs of the Department.

E. Vacation Self Funding - The premise behind this program is that it is beneficial for employees to take off for rest, attitude adjustment, enjoyment and family activities. This program is intended to facilitate an employee taking a vacation by providing some funds for these activities, if the employee is eligible. The following parameters must be met for an employee to take advantage of this program.

1. An employee may utilize this program once during their anniversary year.

2. The vacation self funding program is available to all employees that accrue annual vacation time, have the requisite and eligible amount of accrual to fund the program and have not been subject to disciplinary action above and beyond a "Verbal Action" during the twelve (12) month period preceding the vacation time to be taken.

3. Vacation time off must be in full weekly increments. Sell back vacation time can be up to five (5) days for each week taken. For example: Take one week and sell up to five (5) days, or take two (2) weeks and sell up to ten (10) days. The maximum number of days allowed to sell back in any one-anniversary year is limited to fifteen (15) days.

4. The employee will be paid via direct deposit or check on the normal payroll date.

5. In order for accrued vacation time to be eligible for sell back it must have been posted to the employee's accrual balance no later than the close of the previous month.

To participate in this program, an employee must complete the "Vacation Self Funding Request Form" indicating the vacation time off requested and secure departmental pre-approval. In addition the employee will indicate his/her desire to sell back as much vacation time as he/she is eligible to sell back within policy limits.

The Police Chief will be responsible for determining the number of days the employee is eligible to sell back, documenting this on the request form and submitting the form to the Human Resources Department. If the employee meets the eligibility requirements, then the form will be submitted for payment.

Nothing in this program will exclude the fact that all employees having vacation balances exceeding the allowable limits on their anniversary date will lose the excess vacation accrual without compensation.

SECTION 3. Sick Leave:

A. Eligibility:

All full time employees under this contract shall be entitled to earn sick leave.

B. Definition:

Sick leave may be granted for the following:

- (1) Absence due to illness of employee.
- (2) Personal medical, dental and optical appointments.
- (3) Absence to care for a family or household member, defined as:

spouse, persons related by blood or marriage who are presently residing together, persons who are presently residing together as if a family, and persons who have a child in common regardless of whether they have been married. Upon request of the Chief, the employee will be required to furnish a physician's statement to the effect that the family or household member need direct care from the employee.

C. Computation:

(1) Sick leave shall be calculated at the rate of eight (8) hours per month. Any variations in the work week by Ordinance, Resolution, State Law or Federal Law will automatically affect the accrual of annual sick leave.

(2) Sick leave earned shall not be charged when employee is out on workers compensation set forth in Section 4.

(3) Vacation leave accumulated may be used as sick leave when all sick leave credits have been exhausted.

D. Sick Leave Requests and Requirements:

(1) Records of sick leave used shall be kept by Human Resources Director and Chief of Police on prescribed forms.

(2) The employee shall have the responsibility of notifying the Chief promptly of any illness requiring employee's absence. Failure to notify the Chief, or designee, of the absence shall forfeit any claim for sick pay.

(3) Absence for three (3) days without proper notification to the Chief, or designee, shall be considered absence without leave and may be grounds for dismissal.

(4) Employees absent for a period longer than one day may be required to submit medical evidence of reason for absence, upon request by the Chief.

(5) In addition, an employee exhibiting excessive absenteeism or abuse of sick leave, in the opinion of the City may be required to submit medical evidence of reason for absence even after one day's absence.

(6) It is understood that excessive absenteeism and /or abuse of sick leave may constitute just cause for discipline.

(7) Medical, dental and optical appointments shall be charged in one (1) hour increments as needed by the employee. The Chief shall encourage all these types of medical appointments to be made on off-duty time whenever possible. The PBA agrees to cooperate fully with this policy. No sick leave shall be required, however, for medical examinations required by the City.

E. Separation:

Accumulated sick leave shall be forfeited upon separation of services for any reason, except that employees who separate from the service of the City with ten (10) or more years of service will be paid at their current rate of pay a percentage of their accrued sick leave according to their length of continuous service as follows: twenty five percent (25%) of accrued sick hours for ten (10) years of service and an additional two and a half percent (2.5%) for each additional year of service up to twenty (20) years.

Years of Service	Percentage of accrued sick leave paid at retirement
10	25%
11	27.5%
12	30%
13	32.5%
14	35%
15	37.5%
16	40%
17	42.5%
18	45%
19	47.5%
20 or more	50%

SECTION 4. Workers' Compensation:

All municipal employees are covered by workers' compensation laws and shall be entitled to all benefits awarded under such laws. Injuries that occur while on duty or performing services directed by superiors shall be reported immediately through the Department Head to the Human Resources Director. Absences resulting from injuries covered by workers' compensation may also qualify under the Family Medical Leave Act. If such leave is covered by FMLA, it will be applied toward the 12 weeks of leave that must be granted by the City in a one year period, as provided by law.

Injured employees who require immediate treatment shall be treated by the City's paramedics if said paramedics are available and respond. If further treatment is required, the employee shall be transported to the emergency room. All injuries whether requiring lost time or not, shall be reported to the Human Resources Director without delay.

- A. Employees failing to report injuries received to their Chief within twelve hours from occurrence of such injury shall be excluded from supplemental benefits other than those covered by workers' compensation laws.
- B. Injuries requiring absence of more than one day shall require a physician's approval to return to work.
- C. Any injuries due to the employee's own misconduct or willful negligence will disqualify said employee from supplemental benefits.
- D. Supplemental Benefits:
Employees receiving job related injuries and resulting disabilities and having been awarded salary compensation benefits under workers' compensation laws shall receive supplemental benefits, for a maximum period of one hundred-eighty (180) calendar days in a calendar year (January through

December) or one-hundred eighty (180) calendar days per injury, whichever is less. The amount of this benefit will equal the difference between the workers' compensation maximum benefit and the employee's regular rate of pay.

The supplemental benefit may be extended by the City Manager and whose decision shall be final and shall not be subject to the grievance procedure.

SECTION 5. Family and Medical Leave:

The City shall comply with the Family and Medical Leave Act of 1993. Any employee taking leave under said Act shall be required to exhaust all accrued vacation leave and sick leave before going on unpaid status. Any question of whether the City complies with such Act shall be resolved by the provisions of such Act and not through Article 9 Grievance Procedure.

SECTION 6. Leave of Absence Without Pay:

Upon recommendation of the Chief and approval of the City Manager, leaves without pay may be granted for any reason deemed to be in the best interest of the City; but such leaves shall not be granted for a period longer than one year. The City Manager's decision shall be final and shall not be subject to the grievance procedure. No fringe benefits shall accrue while an employee is on leave of absence without pay.

**ARTICLE 14
SERGEANT**

SECTION 1. The parties recognize that Sergeants are first-line supervisors and no interference will be exercised by the union or their officials with respect to the supervisory functions of any Sergeant. Management has the exclusive right to determine the fitness of any officer for promotion to the rank of Sergeant or assignment as Acting Sergeant.

SECTION 2. Acting Sergeant: Except as set forth in Section 4 below, whenever a police officer is required to serve as a Sergeant, for a minimum of one (1) hour, he or she shall be compensated at an hourly rate that is 5% higher than the officer's regular rate of pay for each hour so worked.

If a Police Officer or Corporal is required to serve temporarily as Acting Sergeant for more than 14 consecutive days, he or she shall be compensated at the higher of the minimum hourly rate for Sergeant or the 5% Acting Sergeant differential for the duration of the temporary assignment.

SECTION 3. A sergeant who has successfully completed his or her promotional probationary period of one year may be demoted and returned to the position and classification held prior to the promotion upon a showing by the employer that said employee does not have the ability to remain in the higher classification. The

employee may appeal his or her demotion within five working days to the City Manager, whose decision will be final and binding.

A sergeant who has successfully completed his or her promotional probationary period of one year, who as a result of discipline is demoted will be returned to the position and classification he or she held prior to the promotion, and said employee is entitled to the grievance procedure as provided in Article 9 of this Agreement

SECTION 4. Management may, solely at its discretion, assign officers to a Corporal or Detective rating. Selection of officers for these assignments and the duration of these assignments is solely determined by management. Employees assigned as Corporal will receive a rate of pay 5% higher than their regular rate of pay. Officers assigned as Corporal or Detective will receive no additional premium when required to serve as Acting Sergeant for less than 14 consecutive days. Employees assigned as Detective will receive a rate of pay equivalent to the minimum of a Sergeant's pay, or 5%, whichever is greater. Short term training assignments in CID will not receive any additional premium for that training assignment, subject to Article 23, Section 2.

ARTICLE 15 SENIORITY AND REDUCTION-IN-FORCE

SECTION 1. City seniority is understood to mean an employee's most recent date of employment or re-employment. Seniority will continue to accrue during all types of leave except for leave of absence without pay for thirty (30) calendar days or more which shall cause the date to be adjusted for an equivalent amount of time. Leaves of absence without pay for periods of less than thirty (30) calendar days shall not cause the City seniority date to be adjusted.

A. City seniority/anniversary date shall be used for purposes of computing vacations, pensions, service awards and other benefits based on length of service.

SECTION 2. Classification seniority shall be understood to mean length of time in classification. After successful completion of the probation period, length of time in classification reverts to date of entry, transfer or promotion to present classification. Seniority will continue to accrue during all types of leave except for leave of absence of thirty (30) calendar days or more which shall cause this date to be adjusted for an equivalent amount of time. Leaves of absence without pay for periods of less than thirty (30) calendar days shall not cause the classification seniority date to be adjusted. Classification seniority shall be used in conjunction with job classifications for purposes of layoff and consideration for merit reviews and promotion.

SECTION 3. All new employees and newly promoted employees shall be placed on probation for the first year in the classification. The probationary periods shall be utilized to evaluate the employee's performance on the job and for dismissal of employees not meeting the required standards of performance. A probationary new employee may be discharged without right of appeal through the grievance procedure.

A probationary promotional employee found to be unsatisfactory may will be returned to the position and status held prior to promotion without right of appeal through the grievance procedure.

SECTION 4. Employees shall lose their seniority as a result of the following:

- A. Voluntary Termination
- B. Retirement
- C. Termination for Legitimate Reasons
- D. Absent without authorized leave for three (3) consecutive working days, absent justification.
- E. Failure to return from military leave within the time limits prescribed by law

SECTION 5. Layoff. The Department Chief will notify the PBA in advance of any pending reduction in force. Probationary and provisional employees will be laid off first and shall be placed on the eligibility list in order of their date of employment. Employees will be laid off in the inverse order of their length of time in their classification. In the event that two or more employees affected have the exact same amount of service in the classification, the employee with the lowest identification number will be deemed to be the senior employee.

- A. Sergeants shall have the option of accepting a layoff or being reduced in rank to patrolman.
- B. Sergeants accepting a reduction in rank to patrolman shall retain full departmental seniority.

SECTION 6. Recall. Employees in layoff status will retain recall rights and shall have preference to work over applicants on eligible lists as long as they are qualified to perform the work available at time of recall. Recall will be made by certified mail to the last address in the employee's records. Within ten (10) work days of the certified receipt date, laid-off employees must signify their intention of returning to work to the Human Resources Office.

If no indication to return to work is received from the employee or the employee indicates he or she cannot return to work at that time, the employee will be dropped from the recall lists and will be eligible for employment just like any other applicant.

- A. Recall will be offered to laid-off employees provided they are physically qualified to perform the duties of the job. A laid-off employee, when offered recall, who is temporarily unable to accept due to medical reasons, may request a leave of absence not to exceed thirty (30) days.
- B. Sergeants reduced in rank under the provisions of this article shall retain recall rights to his or her former position over any eligibility list.

- C. When employees are recalled from layoff, the employees with the greatest classification seniority shall be recalled in order of seniority.
- D. When recalled, an employee's classification seniority date shall remain the same.

SECTION 7. Upon request, the City may grant leaves of absence for up to one (1) year periods without the employee's classification date and other benefits being diminished.

SECTION 8. In the event that the Treasure Island Police Department would be abolished and covered employees are not offered employment with the replacing agency, then Rule 7.4 (Separation Pay) of the City of Treasure Island Career Service System Manual would apply to employees covered by this Agreement.

ARTICLE 16 INDEMNIFICATION

The City of Treasure Island shall defend all suits against members of the Police Department covered by this Agreement and to protect said members for any liability, as long as they are acting within the scope of their employment in the absence of gross negligence.

ARTICLE 17 MAINTENANCE OF CONDITIONS

SECTION 1. Written rules, regulations, policies and procedures of the Police Department in effect prior to the effective date of this Agreement will remain in full force and effect if such rules and regulations are conducive to the efficient operations of the Police Department and if they are not in direct conflict with any Articles or Sections of the Agreement.

SECTION 2. This Agreement shall take precedence over all written rules, regulations, policies or procedures in direct conflict with this Agreement.

Wages, benefits, hours, and working conditions for police officers and police sergeants are specified by this collective bargaining agreement and not by Chapters IV, V, and VII of the City's Career Service Manual.

SECTION 3. Nothing in this Agreement is to be construed to mean that employees covered by this Agreement may not receive benefits or rights greater than other City employees.

**ARTICLE 18
SAFETY AND EQUIPMENT**

SECTION 1: The purpose of this Section is to eliminate from use any vehicle or equipment that is dangerous to the operator or the public. No employee covered by this Agreement shall be required to operate any vehicle or equipment in an unsafe operating condition.

However, the determination of whether a vehicle or piece of equipment is "unsafe" shall be made only by the Chief of Police, or designee, or the City Manager. Otherwise, said vehicle or piece of equipment must continue to be operated by the employee.

SECTION 2: City shall provide a protective vest for each permanent employee covered by this Agreement. Vest shall be worn at all times while on duty unless specifically waived by the Chief through policy implementation.

**ARTICLE 19
SAVINGS CLAUSE**

SECTION 1. If any Article or Section of this Agreement should be found invalid, unlawful, or not enforceable, by reason of any existing or subsequently enacted legislation or by any court of competent jurisdiction, all other Articles and Sections of this Agreement shall remain in full force and effect for the duration of this Agreement.

SECTION 2. In the event of invalidation of any Article or Section, both the City and the PBA agree to meet within thirty (30) days of such determination for the purpose of arriving at a mutually satisfactory replacement of only the particular Article or Section invalidated.

**ARTICLE 20
EMPLOYEE RIGHTS**

SECTION 1. Any investigation of any employee covered by this Agreement relative to a citizen's complaint and/or other matter of internal affairs investigation shall be conducted in compliance with Sections 112.532, 112.533, and 112.534, F.S.

SECTION 2. Any officer, who is being interrogated under circumstances where the results of the interrogation could subject the officer to formal disciplinary action, shall have the right to have a PBA representative present as an observer only. Nothing herein shall be interpreted to excuse the officer from answering truthfully and fully all questions asked.

**ARTICLE 21
WORK PERIOD AND OVERTIME**

SECTION 1. The work period shall consist of fourteen (14) days, eighty (80) hours.

SECTION 2. The City will establish the hours of work best suited to meet the needs of the Department to provide superior service to the Community, but agrees that work schedules will not intentionally be changed or altered solely to avoid the payment of overtime.

SECTION 3. The work schedule shall be posted at least twenty eight (28) days in advance of the start of the new schedule, and may be changed by the Chief, or designated agent, if necessary for operational reasons.

SECTION 4. Trading times – Trading times shall not be permitted when it results in additional scheduled overtime or leaves a shift without adequate supervision. Employees who wish to trade a scheduled shift shall submit a written request on a form supplied by the City, to the operations commander prior to the date such trade is proposed to cover. This form shall be signed by both employees. All shift trades shall be completed or “paid back” within the current seven (7) day work period. (The current pay period that the trade is taking place in).

SECTION 5. Overtime

A) All hours actually worked (sweat hours) in excess of forty (40) hours in a seven (7) day period, including court duty time, shall be compensated at the rate of time and one half. Paid absences shall not be counted in the computation of overtime.

B) An on-duty officer will be assigned to work overtime on the upcoming shift (or portion thereof) for an officer unable and who fails to report for his/her scheduled tour of duty. If the on-duty supervisor decides it is not practical or appropriate to assign overtime to an on-duty officer, the supervisor will call back an officer who is off-duty and not scheduled to report for duty during the next two (2) shifts unless such officer is the only one available. Officers shall work overtime when required to do so.

Management maintains the right to select officers with unique or special skills to assignments requiring those skills.

C) There shall be no duplication or pyramiding in the computation of overtime pay and nothing in this Agreement shall be construed to require the payment of overtime or other premium pay more than once for the same hours actually worked.

D) No paid absences shall be counted in the computation of overtime. The actual hours worked on a holiday for which an employee received holiday premium pay are included as hours worked in the computation of overtime,

SECTION 6. Call back

When an employee is called back from off duty to return to duty he or she shall be guaranteed a minimum three (3) hours of work.

SECTION 7. Off-Duty Court Time

Officers required to attend court in connection with their official duty during scheduled off-duty hours shall be compensated for all hours during which he or she attends as required. Pay shall be at the applicable rate of pay (straight time or overtime).

The officer will be paid a minimum of three (3) hours pay for an off-duty court appearance except when the off-duty court appearance is contiguous with the beginning or ending of the employee's scheduled tour of duty. An officer will be paid a minimum of two (2) hours for State Attorney's investigations.

Multiple court appearances in the same calendar day shall be credited separately or as one continuous appearance, whichever is least expensive to the Department.

Officers will not be required to be placed on standby time; however, whenever an officer is subpoenaed for court, he or she may arrange with the court to be placed on standby. Standby shall not be compensable by the City.

Witness fee and expenses paid by the court shall be retained by the officer.

SECTION 8

Compensatory time may be taken in lieu of overtime pay. . The maximum compensatory time hours that an Officer may carry over from one calendar year to the next is one hundred (100) hours. Compensatory time records will be maintained by the Human Resources Department.

At the end of each calendar year, a member who has not called out sick at all during the calendar year may convert up to twenty-four (24) hours of sick leave time to compensatory time.

ARTICLE 22

REIMBURSEMENT FOR DAMAGED PERSONAL PROPERTY

An employee may be reimbursed for damage to personal property in the performance of his or her duty subject to the following restrictions:

- A. The maximum reimbursement for eye glasses, sunglasses, and/or hearing aids, shall be one-hundred fifty (\$150.00) dollars. Any workers' compensation benefit shall be signed over to the City. For a wrist watch, up to seventy-five (\$75.00) dollars.

B. Request for reimbursement shall be made within the shift in which the damage occurs.

C. Reimbursement shall be approved by the Chief of Police and City Manager.

**ARTICLE 23
PAY PLAN**

SECTION 1: In light of the Parties' election to institute a step pay plan (Exhibit 1) for all Officers who have provided less than ten (10) years of sworn law enforcement service to the City, the information below will be separated by whether the Officer has served ten (10) years or more with the City. The Pay Plan for employees covered by this Agreement shall be as follows:

Fiscal Year 1 General Wage Increase

Effective 10/01/2021: All Employees who have provided over ten (10) years of service will receive a four percent (4%) general wage adjustment and the pay ranges will be increased by 2%.

Effective 10/01/2021: All Employees who have provided less than ten (10) years of service will receive a two percent (2%) general wage adjustment and the pay ranges will be increased by 2%.

Class	Minimum	Maximum
Officer	<u>\$ 24.89/hour</u>	<u>\$ 39.46/hour</u>
	<u>\$ 51,771.20</u>	<u>\$ 82,076.80</u>
Sergeant	<u>\$ 35.21/hour</u>	<u>\$ 44.22/hour</u>
	<u>\$ 73,236.80</u>	<u>\$ 91,977.60</u>
Detective	<u>\$ 35.21/hour</u>	<u>\$ 44.22/hour</u>
	<u>\$ 73,236.80</u>	<u>\$ 91,977.60</u>

Fiscal Year 1 Merit Increase

Employees who have provided over ten (10) years of service:
Effective 10/01/2021 – 09/30/2022, all employees not at the maximum in their pay grade, who have provided over ten (10) years of service will be eligible for up to a three percent (3%) in merit increase pay based on the over-all final rating of their annual evaluation. The effective date of the merit increase will be based on their current anniversary/evaluation date. Employees receiving less than an acceptable evaluation score shall not be eligible for a merit increase until the next annual evaluation period. Employees who receive an overall unsatisfactory evaluation, will be reevaluated in (either) 3 or 6 months as determined by the Chief.

Employees who are at the maximum in their pay grade, who have provided over ten (10) years of service, who receive an overall above standards evaluation (2.1 or higher) will be eligible for a one-time merit lump sum of three percent (3%) of their annual salary, paid on the following pay period of the completion and approval of the evaluation, in addition they will receive one eight (8) hour day off to be used during the anniversary year. This day must be taken in a full day increment, and will not carry forward year to year, and is not eligible for payout during separation.

Employees who have provided less than ten (10) years of service:
 Effective 10/01/2021 – 09/30/2022, all employees not at the maximum in their pay grade, who have provided less than ten (10) years of service will be eligible for up to a two percent (2%) in merit increase pay based on the over-all final rating of their annual evaluation. The effective date of the merit increase will be based on their current anniversary/evaluation date. Employees receiving less than an acceptable evaluation score shall not be eligible for a merit increase until the next annual evaluation period. Employees who receive an overall unsatisfactory evaluation, will be reevaluated in (either) 3 or 6 months as determined by the Chief.

Employees who are at the maximum in their pay grade, who have provided less than ten (10) years of service, who receive an overall above standards evaluation (2.1 or higher) will be eligible for a one time merit bonus lump sum of two percent (2%) of their annual salary, paid on the following pay period of the completion and approval of the evaluation, in addition they will receive one eight (8) hour day off to be used during the anniversary year. This day must be taken in a full day increment, and will not carryforward year to year, and is not eligible for payout during separation.

Fiscal Year 2 General Wage Increase

Effective 10/01/2022: All Employees who have provided over ten (10) years of service will receive a three percent (3%) general wage adjustment, and the pay ranges will be increased by 2%.

Effective 10/01/2022: All Employees who have provided less than ten (10) years of service will receive a two percent (2%) general wage adjustment and the pay ranges will be increased by 2%.

Class	Minimum	Maximum
Officer	<u>\$ 25.39/hour</u>	<u>\$ 40.25/hour</u>
	<u>\$ 52,811.20</u>	<u>\$ 83,720.00</u>
Sergeant	<u>\$ 35.91/hour</u>	<u>\$ 45.10/hour</u>
	<u>\$ 74,692.80</u>	<u>\$ 93,808.00</u>
Detective	<u>\$ 35.91/hour</u>	<u>\$ 45.10/hour</u>
	<u>\$ 74,692.80</u>	<u>\$ 93,808.00</u>

Fiscal Year 2 Merit Increase

Employees who have provided over ten (10) years of service:

Effective 10/01/2022 – 09/30/2023 all employees not at the maximum in their pay grade, who have provided over ten (10) years of service will be eligible for up to a two percent (2%) in merit increase pay based on the over-all final rating of their annual evaluation. The effective date of the merit increase will be based on their current anniversary/evaluation date. Employees receiving less than an acceptable evaluation score shall not be eligible for a merit increase until the next annual evaluation period. Employees who receive an overall unsatisfactory evaluation, will be reevaluated in (either) 3 or 6 months as determined by the Chief.

Employees who are at the maximum in their pay grade, who have provided over ten (10) years of service, who receive an overall above standards evaluation (2.1 or higher) will be eligible for a one-time merit lump sum of two percent (2%) of their annual salary, paid on the following pay period of the completion and approval of the evaluation, in addition they will receive one eight (8) hour day off to be used during the anniversary year. This day must be taken in a full day increment, and will not carryforward year to year, and is not eligible for payout during separation.

Employees who have provided less than ten (10) years of service:

Effective 10/01/2022 – 09/30/2023, all employees not at the maximum in their pay grade, who have provided less than ten (10) years of service will be eligible for up to a two percent (2%) in merit increase pay based on the over-all final rating of their annual evaluation. The effective date of the merit increase will be based on their current anniversary/evaluation date. Employees receiving less than an acceptable evaluation score shall not be eligible for a merit increase until the next annual evaluation period. Employees who receive an overall unsatisfactory evaluation, will be reevaluated in (either) 3 or 6 months as determined by the Chief.

Employees who are at the maximum in their pay grade, who have provided less than ten (10) years of service, who receive an overall above standards evaluation (2.1 or higher) will be eligible for a one time merit bonus lump sum of two percent (2%) of their annual salary, paid on the following pay period of the completion and approval of the evaluation, in addition they will receive one eight (8) hour day off to be used during the anniversary year. This day must be taken in a full day increment, and will not carryforward year to year, and is not eligible for payout during separation.

Fiscal Year 3 General Wage Increase

Effective 10/01/2023: All Employees who have provided over ten (10) years of service will receive a three percent (3%) general wage adjustment, and the pay ranges will be increased by 2%.

Effective 10/01/2023: All Employees who have provided less than ten (10) years of service will receive a two percent (2%) general wage adjustment and the pay ranges will be increased by 2%.

Class	Minimum	Maximum
Officer	<u>\$ 25.89/hour</u>	<u>\$ 41.06/hour</u>
	<u>\$ 53,851.20</u>	<u>\$ 85,404.80</u>
Sergeant	<u>\$ 36.63/hour</u>	<u>\$ 46.00/hour</u>
	<u>\$ 76,190.40</u>	<u>\$ 95,687.00</u>
Detective	<u>\$ 36.63/hour</u>	<u>\$ 46.00/hour</u>
	<u>\$ 76,190.40</u>	<u>\$ 95,687.00</u>

Fiscal Year 3 Merit Increase

Employees who have provided over ten (10) years of service:

Effective 10/01/2023 – 09/30/2024 all employees not at the maximum in their pay grade, who have provided over ten (10) years of service will be eligible for up to a two percent (2%) in merit increase pay based on the over-all final rating of their annual evaluation. The effective date of the merit increase will be based on their current anniversary/evaluation date. Employees receiving less than an acceptable evaluation score shall not be eligible for a merit increase until the next annual evaluation period. Employees who receive an overall unsatisfactory evaluation, will be reevaluated in (either) 3 or 6 months as determined by the Chief.

Employees who are at the maximum in their pay grade, who have provided over ten (10) years of service, who receive an overall above standards evaluation (2.1 or higher) will be eligible for a one-time merit lump sum of two percent (2%) of their annual salary, paid on the following pay period of the completion and approval of the evaluation, in addition they will receive one eight (8) hour day off to be used during the anniversary year. This day must be taken in a full day increment, and will not carryforward year to year, and is not eligible for payout during separation.

Employees who have provided less than ten (10) years of service:

Effective 10/01/2023 – 09/30/2024 all employees not at the maximum in their pay grade, will be eligible for up to two percent (2%) in merit increase pay based on the over-all final rating of their annual evaluation. The effective date of the merit increase will be based on their current anniversary/evaluation date. Employees receiving less than an acceptable evaluation score shall not be eligible for a merit increase until the next annual evaluation period. Employees who receive an overall unsatisfactory evaluation, will be reevaluated in (either) 3 or 6 months as determined by the Chief.

Employees who are at the maximum in their pay grade, that receive an overall above standards evaluation (2.1 or higher) will be eligible for a one-time merit lump sum of two percent (2%) of their annual salary, paid on the following pay period of the

completion and approval of the evaluation, in addition they will receive one eight (8) hour day off to be used during the anniversary year. This day must be taken in a full day increment, and will not carryforward year to year, and is not eligible for payout during separation.

Merit increase pay shall be determined from the scale set forth below.

<u>Proposed Merit Scale for Employees under 10 years of service with TIPD as of October 1, 2021 for Contract Years 1, 2, 3</u>	
<u>Score</u>	<u>% Increase</u>
<u>2.1 - 2.3</u>	<u>.5%</u>
<u>2.31 - 2.5</u>	<u>1%</u>
<u>2.51 - 2.71</u>	<u>1.5%</u>
<u>2.72 - 3.0</u>	<u>2%</u>

<u>Proposed Merit Scale for Employees over 10 years of service with TIPD as of October 1, 2021 for Contract Year 1</u>	
<u>Score</u>	<u>% Increase</u>
<u>2.1 - 2.3</u>	<u>.5%</u>
<u>2.31 - 2.5</u>	<u>1%</u>
<u>2.51 - 2.71</u>	<u>2%</u>
<u>2.72 - 3.0</u>	<u>3%</u>

<u>Proposed Merit Scale for Employees over 10 years of service with TIPD as of October 1, 2021 for Contracts Year 2 and 3</u>	
<u>Score</u>	<u>% Increase</u>
<u>2.1 - 2.3</u>	<u>.5%</u>
<u>2.31 - 2.5</u>	<u>1%</u>
<u>2.51 - 2.71</u>	<u>1.5%</u>
<u>2.72 - 3.0</u>	<u>2%</u>

SECTION 2:

Employees assigned as Corporal shall receive a premium of 5% above their regular rate of pay.

Employees assigned as Detective shall receive a premium equivalent to that of a Sergeant's minimum pay or 5%, whichever is greater.

Non-Detective Employees who are acting as Detective in excess of six (6) months shall receive a premium of five percent (5%) above their regular rate of pay.

SECTION 3:

Police Officers who are FTO qualified will receive a premium of 5% above their assigned rate for hours that they are engaged in the field training of a new officer.

Police Officers and Sergeants that are Criminal Justice Standards and Training Commission certified Law Enforcement Instructors will receive a premium of ten (10%) percent above their assigned rate for hours that they are engaged in the mandatory and career development training of other Treasure Island Police Officers.

SECTION 4:

The Police Chief shall have the authority to make an offer of employment up to five percent (5%) above the starting pay for an Officer with at least three (3) years of sworn law enforcement experience.

In addition, during times of significant staffing shortages, as determined by the City Manager, the Police Chief shall have the authority to offer referral and sign on bonuses for Police Officer Positions. The program will consist of a maximum of two (2) \$2,500 sign on/referral bonuses per year. The program will be administered based on if an employee refers an applicant that is hired and accepts employment, the referring employee will get \$500 paid through payroll at the successful completion of the referred employee's probation. The applicant will be issued a \$1,000 check via payroll upon hiring, and will receive the additional \$1,000 upon successful completion of their first year of employment. Should an applicant not referred by an employee apply and be offered and accept employment when this program is in effect, they would be eligible for the \$2,000 sign on bonus as previously described.

SECTION 5:

All Officers/Sergeants assigned to squads three or four shall receive a five percent (5%) shift differential for all hours worked on the scheduled shift. Officers/Sergeants

are eligible for Shift Differential if they have been re-assigned to Squad three or four, for more than fourteen (14) consecutive days. Shift Differential shall not apply to any leave time. Shift Differential shall not apply to Court time. Shift Differential will be applied to Officers/Sergeants regularly assigned to Squad 3 or 4 while attending training; however shift differential will not apply to instructors of the training, unless the training is done during squad three or four.

Officers assigned to Squad three or four who also serve as either FTO or Acting Supervisor will be eligible for an additional five percent (5%) premium pay. It is understood that Officers assigned to squad three or four who are an Acting Sergeant while actively field training may not pyramid premium pay and as such are only eligible for one premium pay on top of the Shift Differential.

ARTICLE 24 UNIFORM MAINTENANCE ALLOWANCE

SECTION 1. All employees covered by this Agreement shall receive a uniform maintenance allowance of five hundred (\$500.00) a year to be paid in a lump sum on the first full pay period of each fiscal year.

SECTION 2. Any employee assigned to Detective duty shall receive a clothing allowance of eight hundred dollars (\$800.00) a year to be paid in a lump sum on the first full pay period in each fiscal year.

SECTION 3. Only those individuals employed on October 1 of each year shall be entitled to this benefit.

ARTICLE 25 JURY DUTY

SECTION 1. In the event an employee is subpoenaed or summoned for Jury Duty in Federal Court, he or she shall be paid the difference between jury pay and his or her regular pay for the normal work hours required to perform such duty. Employees who perform jury duty for only a portion of a regular scheduled workday are required to report to work when excused or released by the Court.

SECTION 2. If any employee is called for Federal Jury Duty, he or she shall promptly notify his or her immediate supervisor so that arrangements may be made for his or her absence from work.

SECTION 3. The employee shall provide the Chief of Police with proof of jury duty service before compensation is approved.

ARTICLE 26 PERSONNEL RECORDS

SECTION 1. The employer will provide each employee a copy of any document initiated by the employer which is to be inserted in his or her city or department personnel file/record.

SECTION 2. A letter/memo which is initiated by the employer shall be initialed by the employee concerned prior to placement in the employee's file/record to indicate it was seen by the employee. The employee, at his or her option, may, within 60 days, file a concise and dispassionate response to such document which shall also be placed in the employee's personnel file.

SECTION 3. Complimentary letters received by the employer will be placed in the record/file of the employee concerned.

ARTICLE 27 SUBSTANCE TESTING

In the interest of officer safety, the City of Treasure Island requires, as a condition of continued employment, that employees refrain from substance abuse both on and off the job. The union will not arbitrate disciplinary actions taken by management because of a positive test result for drugs or alcohol in accord with this Article.

In the interest of safety, health and performance of our workforce and our citizens the City of Treasure Island requires, as a condition of continued employment, that employees remain drug free. The policies and procedures contained in this section are for the purpose of achieving that goal.

This policy is implemented pursuant to the Drug Free Workplace Program under the Florida Workers' Compensation Act, FLs. Statute section 440.102 and attendant Rules Section 59A-24.001, et seq., F.A.C. This act provides that any employee who is injured in the course and scope of employment and test verified positive on a drug or alcohol test, may forfeit his/her eligibility for medical and indemnity benefits under the Florida Worker's Compensation Act, and may be terminated and denied unemployment benefits. Further, refusal to take a drug or alcohol test will also result in the employee forfeiting his/her eligibility for medical and indemnity benefits under the Florida Workers' Compensation Act, as well as possible termination of the employee and denial of unemployment benefits.

The City prohibits employees from bringing onto the City's premises or job sites; having possession of; being under the influence of; possessing in the employee's body, blood or urine, or using, consuming, transporting, selling or attempting to sell, giving away any illegal drugs (including prescription drugs illegally obtained or prescribed for the individual only), or alcohol, at any time. Employees found participating in any of the above activities are guilty of misconduct and shall be discharged.

SECTION 1. Types of Testing

The City may and to the extent permitted by law, will use testing as one of the several means of enforcing its drug free workplace policy. Testing will be conducted in the manner and circumstances listed below, including reasonable suspicion testing which may be drawn from inferences or facts. All drug screens (with the exception of pre-employment and annual fitness for duty drug screens) will include alcohol testing. The list that follows is considered all inclusive:

- A. Pre-employment;
- B. Reasonable suspicion of substance abuse: Any employee reporting to work who demonstrates impaired conduct considered unsafe for the performance of his/her job duties or if an employee becomes similarly impaired on the job, will be observed and/or interviewed by a supervisor to determine the cause of the irregular behavior.

If the supervisor concludes that the irregular behavior is unsafe, the employee will not be allowed to continue working and shall be transported to a medical facility for drug testing. The employee will not be allowed to drive any vehicle.

Reasonable suspicion testing shall also be conducted when there is:

1. Observable phenomena while at work, such as direct observation of drug use or of the physical symptoms or manifestations of being under the influence of a drug or alcohol; odor of alcohol on the breath.
2. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance;
3. A report of drug use, provided by a reliable and credible source; A report of alcohol use within a time period prior to reporting for duty that would cause one to reasonably expect that alcohol would be detected by intoxilyzer testing.
4. Evidence that an individual has tampered with a drug test during his or her employment;
5. Information that an employee has caused, contributed to, or been involved in an accident while at work;
6. Evidence that an employee has used, possessed, sold, solicited, or transferred drugs while working or while on the employer's premises or while operating the employer's vehicle, machinery or equipment.
7. Evidence that an employee has been arrested and charged with use, possession, or sale of illegal drugs or a controlled substance, whether on or off the job.

Supervisors will document their observations and conduct an employee interview. Final disposition of the incident will be documented with the signatures of the

supervisors/department heads, and dated. A copy of the Confidential Supervisor's Incident Report will be provided for the employee with the employee's signature of receipt.

- C. Following on-the-job accidents resulting in personal injury or significant property damage; Note: employees may not use alcohol for eight (8) hours following an accident or until the post-accident alcohol test is conducted, whichever comes first.
- D. Fitness for duty medical examinations;
- E. Employees participating in a substance abuse rehabilitation program (subject to quarterly testing during and for a period of two years after completion of program);
- F. Random testing: The following employees are subject to random testing for substance abuse at any time during working hours:
 - Employees whose job requires them to operate any city vehicle or use their own vehicle for city business.
 - Employees whose job requires them to operate machinery or heavy equipment.
 - Employees in public safety occupations such as police officer, firefighter, or emergency medical personnel.

The selection of employees for random alcohol and controlled substances testing shall be made by a scientifically valid method, such as a random number table or a computer-based random number generator that is matched with an identifying number. Under the selection process used, each employee shall have an equal chance of being tested each time selections are made. There is no limit to the number of times any employee may be tested.

The minimum annual percentage rate for random controlled substances testing shall be 50 percent of the average number of employees.

- G. Any discharge of a firearm in the line of duty that is not training related.

SECTION 2. Analysis

The testing performed will analyze a breath, urine or blood specimen for the presence of any of the following substances or a metabolite of the substance:

1. Alcohol - Ethyl alcohol as a beverage or as part of a medication;
2. Marijuana - Cannabinoids, THC;
3. Cocaine;
4. Methadone - Dolophine, Methadose;

5. Barbiturates - Nembutal, Tuinal, Seconal, etc;
6. Amphetamines - Desoxyn, Biphedamine, Dexedrine, etc;
7. Methaqualone - Quaaludes;
8. Opiates - Codeine, Percodan, Paregoric, Morphine, etc;
9. Propoxyphene - Darvon, Dolene, etc;
10. Phencyclidine - (PCP);
11. Benzodiazepines - Librium, Valium, Xanax, Serax, Halcyon, etc.

Testing may also include designer drugs or other abused substances as added by federal or Florida Statutes.

Levels of detection for a positive drug result for screening and confirmatory tests will be those established by the United States Department of Health and Human Services for the Federal Guidelines on Drug Testing.

Alcohol testing will be conducted using evidential breath-testing devices approved by the National Highway Transportation Safety Administration. Two breath tests are required to determine if an employee has a prohibited alcohol concentration. A screening test is conducted first. A confirmation test must be conducted if the screening test detects any alcohol. A confirmed result indicating a blood alcohol concentration of .02 or greater will be considered a positive test.

A list of the most common drugs or medications by brand name, common name, as well as chemical name, which may alter or affect a drug test, is available to all job applicants and employees at the time of testing.

A form will be provided for employees or job applicants to voluntarily and confidentially report to a Medical Review Officer, the use of prescription or non-prescription medications both before and after being tested. Providing this information shall not preclude the administration of the drug test, but shall be taken into account in interpreting any confirmed positive test result.

The use of legal drugs, that is drugs prescribed by licensed physicians for a specific medical purpose is often necessary. However, such drugs can and often do have a direct impact on the vigilance, judgment and/or coordination of the employee and can adversely affect the employee's job performance and the employee's ability to work in a safe and efficient manner.

Therefore, an employee for whom a licensed physician or dentist prescribes a controlled substance should discuss whether or not this prescribed drug will affect their ability to conduct their job in a safe and efficient manner. It is the employee's responsibility to report if a doctor indicates their prescription could create a direct threat to the health or safety of the employee or others, or impairs their ability to perform the essential functions of his/her job. Should the restrictions be such that the City cannot accommodate, the City may temporarily reassign the employee or request the employee to take sick leave during the period of treatment. Detection

of controlled substances will be presumed to be in violation of this policy unless the employee has advised the City of its medicinal use in advance.

The City respects the privacy of an employee's legal use of medication. The name of the medication you are taking need not be revealed to the City. Only the effects of such, and any accommodations that are needed, are required to be revealed. It will be up to the Medical Review Officer to determine if the medication interceded with a drug test or the unsafe performance of your job.

SECTION 3. Test Results

Specific confirmation testing will be performed for all positive test results. Employees testing positive for prescription drugs that are commonly abused must produce evidence from their attending physician to justify the treatment necessity for use of the drug(s).

Within five working days after receipt of a confirmed positive test result from the Medical Review Officer, the employer shall inform the employee or job applicant in writing of such confirmed positive test results, the consequences of such results, and the options to the employee or job applicant.

The employer is responsible for testing costs, except for test costs that are involved with an employee or job applicant who challenges the initial test results.

Consequences of Positive Test or Test Refusal

Refusal or failure to submit to testing, or a confirmed positive test result following an on the job accident or injury, shall disqualify an employee from workers' compensation benefits.

Confirmed positive test results shall eliminate applicants from employment consideration. Failure to participate in random, reasonable suspicion, pre-employment, fitness for duty or other City designated drug or alcohol testing shall result in termination of employment. Any employee with a confirmed positive test result shall be terminated from employment.

Refusal or failure to submit to testing following an on-the-job accident shall result in termination of employment.

In the event that an employee informs the employer in writing of employee's abuse of alcohol/drugs prior to reporting for duty and prior to being notified to report for testing, no disciplinary action shall be taken against the employee ; provided, the employee signs a rehabilitation agreement and enrolls in an approved rehabilitation/treatment program. Sick leave and/or vacation may be utilized for rehabilitation and treatment. If sick leave and vacation credits have been exhausted, the employee may request leave of absence, without pay. No employee will be granted more than one such rehabilitation opportunity.

Employees who are granted a leave of absence under this section must complete all EAP, medical and other rehabilitative requirements established by the City for them within a reasonable amount of time in order to be considered for return to work. The employee shall be given no service credit, pay (other than accrued sick and vacation) or accrue any benefits for the period of absence.

Challenging Test Results

The employee or job applicant desiring to challenge a confirmed positive drug test result will be responsible for notifying the original testing laboratory of an alternate HRS licensed laboratory, for the purpose of transferring, under Chain of Custody, a portion of the employee or job applicant's specimen for re-testing. The employee may have a portion of their original specimen re-tested during a period of 180 days following written notice of a positive test result. When an employee challenges the result of a confirmed positive test it shall be the employee's responsibility to notify the laboratory and the sample shall be retained by the laboratory until the case is settled.

Concerning denials of workers' compensation benefits due to a positive test result, an employee may undertake an administrative challenge by filing a claim for benefits with a Judge of Compensation Claims. Other challenges of a confirmed positive test result, not involving work place injuries, must be filed in a court of competent jurisdiction.

Employees or job applicants may consult with the Medical Review Officer for technical information regarding prescription or non-prescription medications that may affect test results.

Job applicants or employees whose drug test results are confirmed positive shall not, by virtue of the result alone, be defined as having a "handicap."

SECTION 4. Confidentiality

All drug test information, reasonable suspicion reports, or other related information concerning an individual will remain confidential and will not be disclosed except for conditions described in Florida Statutes. Release of such information under any circumstances other than those described in Florida Statutes, will be solely pursuant to a written consent, voluntarily signed by the person tested.

SECTION 5. Employee Assistance

Employee assistance with substance abuse and other personal problems is available 24 hours a day through the City's Employee Assistance Program (EAP). Additional information about the City's EAP Program can be obtained by contacting the Human Resources Department.

If you or a family member has a substance abuse problem, you are encouraged to call and get confidential help now.

Waiting until you test positive at work is too late!

SECTION 6. Governmental Compliance

This Drug Free Work Place Policy satisfies requirements under F.S. 440.102 and administrative rules 38F-9.014 of the Department of Labor and Employment Security, Division of Workers' Compensation.

**ARTICLE 28
RETIREMENT PLAN**

SECTION 1: Employees covered by this Agreement shall be participants in the Florida Retirement System (FRS) and as such, retirement shall be defined by current FRS standards.

SECTION 2: The City will continue to make available a 457 deferred compensation plan.

**ARTICLE 29
EDUCATIONAL ASSISTANCE**

SECTION 1 Education Expense Reimbursement

The City will reimburse full time employees for tuition, registration fees, required lab fees, required textbooks, if the following requirements are met:

- (1) Full time employee with at least one year of continuous service
- (2) The course or the curriculum of which it is a part must be related to the employee's position or be contributory to the potential long range value of the employee to the City.
- (3) Application for education expense reimbursement must be filed with the Human Resources Director prior to enrollment in the course. The employee will explain in writing how the course or curriculum he or she plans to enroll in is related to the employee's current position held, future positions available at the City, or other value to the City. The employee will provide an estimate of the total reimbursable costs for which he or she is applying. If approved, the estimated amount will be budgeted.
- (4) The Human Resources Director shall review all applications and make recommendations to the City Manager. If approved by the City Manager and included in the final City budget, employees will be notified in writing.
- (5) The employee must successfully complete the course with a final grade of "C" or better.
- (6) The employee must submit receipts for expenses and evidence of the final grade to the Human Resources Department within sixty days after

successful completion of an approved course. The City will then reimburse up to 100% of the actual reimbursable expenses.

- (7) There will be no duplicate payments for the same course. The amount of any course expenses that are reimbursed through some other source, including state or federal statute, county ordinance, etc., will be deducted from amount paid to the employee under this rule.

SECTION 2 Course Completion Bonuses

A one-time bonus will be paid to a full-time employee upon successful completion with a grade of "A" or "B" of a course approved pursuant to the above Section 1. The sum of \$20 per credit hour will be paid to an employee who achieves an "A" in the course. The sum of \$15 per credit hour will be paid an employee who received a "B" for the course.

SECTION 3 Incentive Payments for Earned Degrees

Employees will receive an educational incentive payment for degrees earned while the employee is in the classified service of the City. A \$300 educational pay increase will be paid each year for each level of degree (Associates, Bachelors, Masters, and Doctorate) earned that is beyond the level of degree required for the employee's current position. One-twelfth of the amount will be paid each month.

Requirements to receive this educational incentive payment are as follows:

- (1) The degree must be related to the employee's current position held, future positions available at the City, or have other value to the City as determined by the City Manager.
- (2) The degree must be more advanced than what is required for the employee's current position.
- (3) Full-time employee with at least one year of continuous service.
- (4) There will be no duplicate payment for the same degree. If the degree is reimbursable through some other source, including state or federal statute, county ordinance, etc., then this provision of the City's educational incentive plan do not apply.

ARTICLE 30 **INSURANCE**

SECTION 1: The City agrees to keep in effect for the duration of this agreement, a long-term disability/income protection group insurance policy, to provide a maximum monthly benefit of 50% of salary.

SECTION 2: All full-time employees covered by this Agreement shall be eligible to participate in the same group Medical, Dental, Long-Term Disability, and Life Insurance policies as provided by the City to other classified employees.

SECTION 3: The City agrees to negotiate the impact of any medical insurance program changes with the union prior to implementation.

ARTICLE 31 PERMIT ASSIGNMENT

SECTION 1. Permit assignment duty shall be defined as: a regular Police Officer performing police type functions, by assignment through the department, during his or her normal off-duty hours on a voluntary basis.

SECTION 2. All permit assignment opportunities shall be assigned in accord with written Police Department policy.

SECTION 3. While on permit assignment duty, the officer will be under the direct control and supervision of the Police Department and shall only perform functions that are considered normal police business.

SECTION 4. The officer shall be in regular Police Department uniform and shall make an official police record of all incidents occurring that require his or her action.

SECTION 5. All authorized and approved permit assignment duty performed shall be paid at one and one-half times the officer's regular hourly rate. The City will charge a fee to cover additional actual costs (including FICA, and Workers' Comp) and administrative costs. The parties may make any adjustment to the rate paid to officers under this article that the parties may mutually agree to in writing.

ARTICLE 32 CREDIT UNION

All full time employees may become members of a credit union. Credit Union deductions from the employee's paycheck will be made in accord with the employee's written authorization subject to credit union approval.

ARTICLE 33 SERVICE BONUS

All active full-time employees with ten (10) or more years of continuous service will receive a service bonus amounting to a flat six hundred (\$600.00) for ten (10) years, and increase by five hundred (\$500.00) each five (5) years, with a cap at two thousand, one hundred dollars (\$2,100). (See table below.) The dollar amount paid to each individual eligible for longevity as of October 1, 2011, will be frozen at that amount. The new longevity program will provide for Current employees that received a longevity award in 2011 will continue to receive their longevity award at that frozen amount, until they reach the number of years necessary to qualify for an increased amount. Should their longevity already exceed the maximum, no additional increases in longevity will be given regardless of the number of years reached. The award will be paid on the employee's anniversary based on hire date.

Table:

Year 10	\$600
Year 11	\$600
Year 12	\$600
Year 13	\$600
Year 14	\$600
Year 15	\$1,100
Year 16	\$1,100
Year 17	\$1,100
Year 18	\$1,100
Year 19	\$1,100
Year 20	\$1,600
Year 21	\$1,600
Year 22	\$1,600
Year 23	\$1,600
Year 24	\$1,600
Year 25+	\$2,100

**ARTICLE 34
VEHICLES**

SECTION 1. The City, at its option, may provide City-owned vehicles to Police Officers for travel between TIPD and their residences as well as other police business.

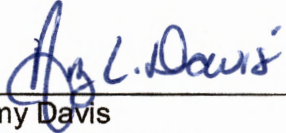
SECTION 2. Vehicle assignments and rules governing such vehicle use shall be at the discretion of the Police Chief and shall not be grieved.

**ARTICLE 35
DURATION**

This Agreement shall be effective as of October 1, 2021, and shall remain in full force and effect until its expiration date, September 30, 2024.

CITY OF TREASURE ISLAND, FL

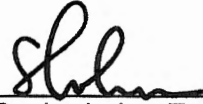
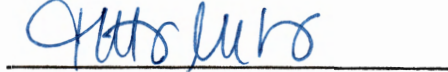
SUN COAST POLICE BENEVOLENT ASSOCIATION



Amy Davis
CITY MANAGER

Date: 7/22/2021

ATTEST:



Sasha Lohn, Esq.
EXECUTIVE DIRECTOR
GENERAL COUNSEL

Date: 22 July 2021

ATTEST:

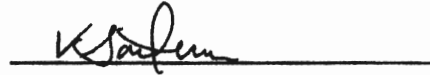


EXHIBIT 1 - FISCAL YEAR 1

10/1/21 - 9/30/22

Officer

Step		0	1	3	5	7	9	+/- MID
Range btwn steps	5.25%	24.40	25.68	27.03	28.45	29.94	31.51	
Step Plan Effective 10/1/21								
GWI	2.00%	24.89	26.19	27.57	29.02	30.54	32.14	(0.04)
Merit	2.00%	25.39	26.71	28.12	29.60	31.15	32.78	0.60
Annual Hours	2,080	52,811.20	55,556.80	58,489.60	61,568.00	64,792.00	68,182.40	2,568.80

Sergeant

Step		0	1	3	5	7	9	+/- MID
Range btwn steps	2.42%	34.52	35.36	36.22	37.10	38.00	38.92	
Step Plan Effective 10/1/21								
GWI	2.00%	35.21	36.07	36.94	37.84	38.76	39.70	(0.01)
Merit	2.00%	35.91	36.79	37.68	38.60	39.54	40.49	0.78
Annual Hours	2,080	74,692.80	76,523.20	78,374.40	80,288.00	82,243.20	84,219.20	3,234.40

EXHIBIT 1 - FISCAL YEAR 2

10/1/22 - 9/30/23

Officer

Step		0	1	3	5	7	9	+/- MID
Range btwn steps	5.25%	24.89	26.19	27.56	29.01	30.53	32.13	
Step Plan Effective 10/1/22								
GWI	2.00%	25.39	26.71	28.11	29.59	31.14	32.77	(0.05)
Merit	2.00%	25.90	27.24	28.67	30.18	31.76	33.43	0.61
Annual Hours	2,080	53,872.00	56,659.20	59,633.60	62,774.40	66,060.80	69,534.40	2,608.53

Sergeant

Step		0	1	3	5	7	9	+/- MID
Range btwn steps	2.42%	35.21	36.06	36.93	37.82	38.74	39.68	
Step Plan Effective 10/1/22								
GWI	2.00%	35.91	36.78	37.67	38.58	39.51	40.47	(0.04)
Merit	2.00%	36.63	37.52	38.42	39.35	40.30	41.28	0.77
Annual Hours	2,080	76,190.40	78,041.60	79,913.60	81,848.00	83,824.00	85,862.40	3,257.90

EXHIBIT 1 - FISCAL YEAR 3

10/1/23 - 9/30/24

Officer

Step		0	1	3	5	7	9	+/- MID
Range btwn steps	5.25%	25.39	26.72	28.12	29.60	31.15	32.79	
Step Plan Effective 10/1/23								
GWI	2.00%	25.89	27.25	28.68	30.19	31.77	33.45	(0.03)
Merit	2.00%	26.41	27.80	29.25	30.79	32.41	34.12	0.64
Annual Hours	2,080	54,932.80	57,824.00	60,840.00	64,043.20	67,412.80	70,969.60	2,705.21

Sergeant

Step		0	1	3	5	7	9	+/- MID
Range btwn steps	2.42%	35.91	36.78	37.67	38.58	39.51	40.47	
Step Plan Effective 10/1/23								
GWI	2.00%	36.63	37.52	38.42	39.35	40.30	41.28	(0.04)
Merit	2.00%	37.36	38.27	39.19	40.14	41.11	42.11	0.79
Annual Hours	2,080	77,708.80	79,601.60	81,515.20	83,491.20	85,508.80	87,588.80	3,332.21