

**Changes to the Labor Agreement Between the City of Gainesville and
the Police Benevolent Association Bargaining Unit
Effective October 1, 2014 – September 30, 2017**

These changes to the 2014 – 2017 Agreement have been reached through negotiations between the Police Benevolent Association (PBA) and the City of Gainesville, and were ratified by the PBA on December 18, 2014. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

Article 11 – Hours of Work

- 11.2: Added 28-day work cycle and 11 hour, 25 minute work day for Patrol Lieutenants. Eliminated sick leave – and all paid leave when taken for an entire regularly scheduled work week – from the computation of overtime.
- 11.3: Added “Lieutenants may, with prior approval of management, temporarily work a different schedule or adjust their schedule.” Deleted verbiage providing that basic work schedule changes be made only if the unit is “provided an opportunity to discuss such change.”
- 11.5: Added new #3 – “The employee shall be given the option to adjust his/her schedule to ensure that the Community Policing Event falls within his/her regularly scheduled hours of work for that day.”
- 11.6.1: Added “When attendance at a mandatory ‘Administrative Meeting’ begins while on duty and continues past the end of the normal duty shift, or begins prior to the start of the normal duty shift and continues into the normal duty shift, the time shall be considered a continuation of the normal workday.” Deleted duplicative minimum guarantee verbiage that appears in 11.6.2.
- 11.6.3: Deleted/added “The employee shall be given the option to adjust his/her schedule to begin his/her regular work day at the start of an ‘Administrative Meeting’ and work ensure that the Administrative Meeting falls within his/her regularly scheduled hours of work for that day.”

Article 12 – Sick Leave

12.14: To coincide with changes adopted in the Consolidated Pension ordinance: replaced “the ratification date of this agreement” with “July 1, 2013.”

Article 13 – Bereavement Leave

13.4: Deleted entire paragraph – paragraph, which referenced part-time employees, is outdated and does not conform to practice.

Article 16 – Hospitalization and Life Insurance

16.5: Replaced “2014” with “2017,” updating the term of the agreement.

Article 17 – Tuition Reimbursement Program

17.1: Deleted/added “Tuition reimbursement shall be administered in accordance with the City Of Gainesville HR Policy B-1, which was revised on ~~10/4/12~~ 4/3/14.”

Article 18 – Miscellaneous Employee Benefits

- 18.1: Renewed Dry Cleaning, Clothing, and Leather allowances through the term of the agreement.
- 18.2: Deleted non-applicable pre-employment health assessment verbiage.
- 18.7.B.5: Added “The officer shall first purchase and maintain, at his/her sole expense, liability coverage on the vehicle assigned to him/her and the City of Gainesville shall be named an additional insured.”
- 18.9: Added “A Lieutenant, if assigned as the unit commander for the Negotiation Response Team (NRT) or Advanced Law Enforcement Rifle Team (ALERT), shall receive \$50 per month for each full month of assignment.”

Article 27 – Wages

- 27.1: Retitled General Increases. Clearly stated there will be no general increases during the term of the agreement, or after the expiration of the agreement, unless and until there is a new agreement in effect providing for such increases. Deleted wage increase verbiage from 2011-2014 agreement.
- Deleted previous Wage Increases paragraph.
- 27.2: Added language providing for flat dollar* merit increases for employees achieving at least a Meets Expectations performance rating, as follows:

Year	Merit Increase amount, based on eligibility	Effective Date
FY 15	N/A	N/A
FY 16	Not in DROP, not receiving Longevity: \$1,800 Not in DROP, receiving Longevity: \$1,600 In DROP: \$1,200	January 2016
FY 17	Not in DROP, not receiving Longevity: \$1,800 Not in DROP, receiving Longevity: \$1,600 In DROP: \$1,200	January 2017

*Flat dollar increases, in aggregate, amount to ~2% of Lieutenants’ base payroll each year.

- 27.2: Added new 27.2.F, to provide the same 5% contribution to Retiree Health Savings that was previously in 27.1, changing “base” to “gross.”
- 27.3: Added new paragraph 27.3.G – Executive Officer Assignment – providing for a monthly stipend of \$250 for Lieutenants assigned to serve as Executive Officer.
- 27.4: Deleted DROP wage language from 2011-2014 agreement.

Article 31 – Billable Services

NEW 31.6: “Either party may reopen this Article for negotiation one time during the term of this Agreement (Oct. 1, 2014 – Sept. 30, 2017).”

Article 35 – Entire Agreement

35.3 and 35.4 – Updated dates to reflect term of contract.