

**SUMMARY OF COLLECTIVELY BARGAINED TERMS
BETWEEN
THE CITY OF LAKE WORTH BEACH AND PMSA
10.1.2021-10.1.2024**

Article	Section	Subject	Description	Fiscal Impact
Agreement	1	Agreement	Housekeeping- Clarifies the Union Certification Background	N
1	1	Inclusions	Housekeeping-Clarifies the Union Positions included in Contract	N
2	3	Bargaining Unit Work	Housekeeping-Clarifies process for Union Status determination on New Positions	N
2	All	Gender Reference	Housekeeping- Clarifies neutral gender reference	N
3	4	Deductions	Housekeeping- Added Heading	N
5	All	Union Rights	Clarifies Titles for Unions Representation	N
7	All	Employee Rights	Recognizes 2017 Personnel Handbook	N
7	All	Employee Rights	Housekeeping- Clarifies neutral gender reference.	N
7	All	Employee Rights	Housekeeping- Verbiage clarified	N
10	10	Grievance Procedures	Housekeeping- Clarifies neutral gender reference.	N
10	20	Grievance Procedures	Clarifies Arbitration Process	N
11	All	Personnel Files	Housekeeping- Added Headings	N
11	All	Personnel Files	Housekeeping- Clarifies neutral gender reference.	N
12	All	Discipline	Housekeeping- Added Headings	N
13	All	Probationary Employees	Housekeeping- Added Headings	N
13	All	Probationary Employees	Clarifies bumping rights	N
15	1	Position Changes	Temporary Assignment Pay Starts after 5 days (down from 21 days)	Y
15	1	Position Changes	Defines Temporary Status Compensation- 10% temporary increase or bottom of the position pay grade to which temporarily appointed	Y
15	4	Position Changes	Defines Promotion Compensation- 5% or bottom of the new position pay grade	Y

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17	1	Uniform and Uniform Allowance	Gives City the authority to deduct uniform costs from an employee's paycheck if uniforms not returned in 5 days after separation of employment	Y
17	1	Uniform and Uniform Allowance	Allows for a \$150 safety footwear purchase and replacement	Y
17	1	Uniform and Uniform Allowance	Allows for the replacement of any personal hand tool damaged while being used for City purposes	Y
20	2	Attendance	Allows for electronic timekeeping	Y
20	2	Attendance	Creates new "Task" system for Solid Waste employees	Y
20	3	Attendance	Birthday Holiday included in overtime calculation	N
20	5	Attendance	Shift differential raised to \$1.00/\$1.25	Y
20	6	Attendance	Recognizes new Travel Policy upon passage	N
21	1	Holidays	Adds Juneteenth Holiday	Y
21	1	Holidays	Renames Columbus Day to Columbus Day/Indigenous Peoples' Day	N
21	1	Holidays	Birthday Holiday included in overtime calculation	Y
21	1	Holidays	Birthday Holiday hours will match employee shift hours (i.e. 8/10/12 hour shift)	Y
21	1	Holidays	Clarifies Solid Waste works most Holidays	N
21	1	Holidays	Employees must be on approved leave before and after the holiday to receive holiday pay	N
21	1	Holidays	Employees working on holiday receive 2.5X hourly rate	Y
21	1	Holidays	Holiday hours will match employee shift hours (i.e. 8/10/12 hour shift)	Y
21	2	Holidays	Holiday hours will match employee shift hours (i.e. 8/10/12 hour shift) if employee in active status or pre-approved leave status	Y
21	2	Holidays	Birthday holiday must be taken in fiscal year	N
21	2	Holidays	No pyramid payments of call-back on top of holiday pay	Y
21	2	Holidays	Defines day holiday observation practices if holiday falls on a weekend	N
22	1	Leave	Housekeeping- verbiage clean-up	N
22	1	Leave	Allows employees to begin accruing leave immediately	N
22	2	Leave	Housekeeping- name change for Voluntary Sick Leave Donation	N

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22	2	Leave	Allows employees to begin accruing leave immediately	N
22	2	Leave	Allows employees going straight into retirement to receive sick bank leave balances as follows: less than 20 years=200 hours at 55% rate of pay, more than 20 years, less than 30 years=200 hours at 64%, and more than 30 years, 200 hours at 75% current rate of pay	Y
22	2	Leave	Allows for a one-time vacation day incentive for any employee who provides proof of full vaccination within 45 days of contract ratification	Y
23	All	Alcohol and Substance Abuse	Replaces current section of contract with Employee Personnel Handbook	N
24	All	Benefits	CDL license renewal paid 100% by City	Y
25	All	Evaluations	Union agrees to on-line evaluation system if not tied to compensation	N
26	All	Training and Education	Clearly defines which certifications and degrees eligible for certification pay	Y
27	2	Salaries	Allows for one-time adjustment for lifeguards to match Palm Beach County wages, brings all union employees to starting wage of \$15/hourly, a \$2k one-time signing incentive, and a three year contract with a 3% increase each year on 10/1.	Y
27	3	Salaries	Non-exempt employees assigned to mandatory confinement assignment during emergency situations to receive 2.5 hourly rate	Y