

Changes Made to the Federation CBA 2025

Article, Section	Topic	Change Made
Art. 4	Dues Deductions	Revised language to be compliant with state statute.
Art. 12, Sec. 3.5	Discipline and Discharge	Clarified language regarding the employees' ability to grieve and clarifying the union's ability to not represent.
Article 14	Rates of Pay	Updated the effective dates of pay increases: 3.0% on 10/1/2025; 3.5% on 10/1/2026; and 3.5% on 10/1/2027. Added a monthly \$100 certification payment for Beach Patrol Lieutenants.
Art. 15, Sec. 1	Temporary Assignment	Reduce the time in assignment for the employee to qualify for upgrade pay from 10 consecutive working days to 40 consecutive working hours.
Art. 22, Sec. 1	Holidays	Add Juneteenth (June 19) to the list of City recognized holidays.
Art. 26, Sec 9 – 12 (NEW)	Maternity Leave	Add Parental Leave to the title and provide the same level of benefit afforded the management employees: 2 weeks consecutive paid time concurrent with FMLA
Art. 34	Comprehensive Health Care Program	Content remains status quo. The only changes made were to update the dates to correlate with the new contract and to edit the City's contribution rate to reflect the current amount
Art. 35, Sec. 5	Retirement DROP	Extend DROP from 3 years to 5 years for current and future DROP participants
Art. 36, Sec. 3.1, 3.2	Tuition Payment Plan	Deleted obsolete language in Sec. 3.1 and added the reimbursement requirement for employees who voluntarily leave employment within 2 years of receiving compensation for certifications and licenses.
Art. 43	Wellness Incentive Program	Codified the employee's ability to direct the \$500 wellness incentive to their 457 plan.