

Changes Made to the Teamsters CBA 2025

Article, Section	Topic	Change Made
Art. 9	Dues Deductions	Revised language to be compliant with state statute.
Art. 14, Sec. 1	Union Representation at Collective Bargaining Negotiations	Add one additional bargaining unit member to represent the union at negotiations. Increases the count from five (5) to six (6) members.
Art. 21, Sec. 2	Comp Time	Increase the cap of annually accrued comp time from 80 hours to 100 hours.
Art. 24	Job Opportunities	Modify eligibility requirements to include successful completion of recruitment process. Extend eligibility lists from 60 days to 180 days.
Art. 26, Sec. 8 (NEW)	Driver's License Checks	Require unit members to submit their drivers' licenses for inspection and validity check.
Art. 28,	Emergency Meal Allowance	Increase the amount of the Emergency Meal Allowance by using the General Service Administration (GSA) rate in effect at the time of the emergency.
Art. 29, Sec. 2	Training Time	Require repayment of money paid by the City for training for licenses and certifications if the employee voluntarily separates employment within 2 years of the payment.
Art. 30, Sec. 5.1, Sec. 8	Clothing and Safety Shoes	Add \$250 per year clothing allowance stipend for Public Safety Aides and increase equipment allowance for Ocean Rescue Lifeguards from \$150 to \$250 per year.
Art. 34, Sec. 1	Holidays	Add Juneteenth (June 19) to the list of City recognized holidays.
Art. 43, Sec 8 (NEW)	Maternity Leave	Add Parental Leave to the title and provide the same level of benefit afforded the management employees: Two (2) weeks consecutive paid time concurrent with FMLA.
Art. 44	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.

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Art. 45	Comprehensive Healthcare	Content remains status quo. The only changes made were to update the dates to correlate with the new contract, edit the City's contribution rate to reflect the current amount, and to update the actuary report used in rate calculation.
Art. 50, Sec. 6	Retirement System	Extend DROP from 3 years to 5 years for current and future DROP participants.
Art. 53	Shift Differential	Delete all obsolete language related to grandfathered employees, clarify all Teamsters positions qualify for shift differential and eliminate Appendix C with list of qualifying positions. Increase the amount from \$15.00 to \$25.00 for the afternoon shift and from \$25.00 to \$35.00 for the night shift.
Appendix C	List of Positions That Qualify for Shift Differential	Delete the Appendix