FAU
BOARD OF TRUSTEES
Florida Atlantic University

Item: VIII. CB: A-1.

SUBJECT: Ratification of the 2007-2010 FAU BOT/PBA Collective Bargaining Agreement

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PROPOSED BOARD ACTION

Approval of the negotiated Collective Bargaining Agreement for 2007-2010 between the Florida Atlantic University Board of Trustees and the Palm Beach County Police Benevolent Association (PBA).

BACKGROUND INFORMATION

The last PBA contract was in effect through September 30, 2007. The parties negotiated this collective bargaining agreement in total, addressing all existing and proposed new articles. Attached is a summary chart of the agreed upon articles. The agreement is the result of lengthy negotiations between the representatives of the FAU Board of Trustees and the PBA. This proposed contract was addressed by the Ad Hoc Collective Bargaining Committee during its meeting held on June 5, 2008. This contract has already been ratified by the membership of the PBA. The agreement is being presented to you today for ratification with a positive recommendation from the Ad Hoc Collective Bargaining Committee of the Board of Trustees.

IMPLEMENTATION PLAN/DATE

Effective upon BOT approval.

FISCAL IMPLICATIONS

One-time bonus funded by Florida Legislature. Police employees' regular salary, compression adjustment, shift differential and promotion increases funded by FAU E&G Budget.

Supporting Documentation: **2007-2010 PBA CBA Summary Chart**

Presented by: Charles Lowe, Police Chief and Director of Public Safety, and Lawrence F. Glick, Associate General Counsel (561-297-3007)

2007-2010 PBA CBA Summary Chart

Article/Title	Summary	T/A
1: Recognition	Recognizes the PBA as the bargaining unit for LEO's - Sergeants, Corporals and Officers	7/17/07
2: Definitions	As used in contract	7/17/07
3: Emergency Conditions	Defines emergency situation and conditions under the collective bargaining contract	7/17/07
4: Non-Discrimination	Recognizes legally protected classes	7/17/07
5: Employee Representation & PBA Activities	Designation and selection of representatives at the bargaining table	4/9/08
6:Grievance Procedure	Resolution of disputes including Step 1, Step 2, and arbitration	4/9/08
7: Internal Investigations, Just Cause and Disciplinary Action Disciplinary Action	Defines internal investigation procedures	4/9/08
8:Drug Testing and Fitness for duty (New)	Outlines the requirement for drug testing and fitness for duty	4/9/08
9: Change in Assignment	Outlines process for a change in assignment (campuses included)	8/9/07
10: Promotions	Results of the promotional exam or any test to be valid for one calendar year.	10/2/07
11:Classification Review	Review of job duties and responsibilities when asked to work for extended periods outside current job assignment	12/17/07
12:Personnel Records	Designation of official personnel file	10/2/07
13:Health and Safety	Outlines safe working conditions and equipment needs	8/9/07
14:Performance Evaluations	Outlines requirements for performance evaluations on an annual basis	4/9/08
15:Workday and Workweek	Defines normal workweek and shift schedule	4/9/08
16:On-call Assignments, Call-backs, and Court Appearances	Defines on-call assignments	4/9/08
17:Leave and Holidays	Recognized legal holidays and defines procedure	4/9/08
18:Learning Opportunities	Outlines LEO training, employee education training and EH&S training	11/15/07
19:Dues Deductions	Describes collection method	8/9/07
20:Conflict of Interest and Outside	Outlines conflict of interest with regards to working for other law	10/2/07

Employment	enforcement agencies	
21:Uniforms and Equipment	Specified what items are covered and the annual amount	4/9/08
22:Travel Expenses	Any authorized travel will be reimbursed in accordance with Section 112.061 F.S.	4/9/08
23:Wages	Annual compensation package and defines pay ranges	4/9/08
24:Benefits	Outlines benefits available to PBA employees as well as retired law enforcement officers	4/9/08
25:Seniority	Defines seniority and vacation leave priorities	4/9/08
26:Shift Differential Pay	Requirement to pay shift differential for evening and night shifts	4/9/08
27:Replacement of Personal Property	Outlines the reimbursement of personal property lost in the line of duty	11/15/07
28:No Strike	Describes Section 447.203 F.S. and the no strike provision	11/15/07
29:Prevailing Rights	Requires and changes in personnel regulations that affect bargaining unit to be approved by the PBA	11/15/07
30:Management Rights	Sets management rights	4/9/08
31:Totality of Agreement	Defines agreement and the ability to bargain	4/9/08
32:Savings Clause	Defines Section 447.309 F.S. enabling action for laws or regulations passed in the future	4/9/08
33:Duration	Outlines length of contract as three years from 10/2007-9/2010 (maximum allowed by Florida Statute)	4/9/08
Additional PBA Represented Classes	PERC Cert.	
Dues Deduction Authorization Form	Dues Checkoff	
Step 1 Grievance Form	Step 1 Grievance	
Request for Step 1 Review Form	Request for Step 1 Review	
Notice of Arbitration Plan	Notice of Arbitration	