

2006 RE-OPENER

Collective Bargaining Agreement

between

**THE UNIVERSITY OF NORTH FLORIDA
BOARD OF TRUSTEES**

and

TEAMSTERS LOCAL UNION 512

2004-2007

2006 Teamsters Re-opener Agreement

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**ARTICLE 9
WAGES**

9.1 General Increases: Effective October 1, 2006, each eligible employee shall receive a four and sixty two hundredths percent (4.62%) across-the-board increase on his/her September 30, 2006 base rate of pay. Eligible employee is defined as those employees hired June 30, 2006 or before and who are, at a minimum, meeting their required performance standards and are still employed as of October 1, 2006. Salary increases for eligible part-time employees shall be prorated accordingly.

9.2 Step Pay:

Employees will receive the following annual pay adjustment upon the anniversary of their employment date at the University Police Department. These pay adjustments are not retroactive and only affect employees' upcoming anniversaries.

One year anniversary	One hundred dollars (\$100.00)
Two year anniversary	Two hundred dollars (\$200.00)
Three year anniversary	Three hundred dollars (\$300.00)
Four year anniversary	Three hundred dollars (\$300.00)
Five year anniversary	Three hundred dollars (\$300.00)
Six year or greater anniversary	Three hundred dollars (\$300.00)

9.3 Employees whose salaries are funded from a contract, grant, auxiliary, or local fund shall receive salary increases equivalent to employees whose salaries are funded from E&G sources, provided that such salary increase funds are available within the contract, grant, auxiliary, or local fund. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not available, the President or his designee shall seek to have the contract or grant modified to permit such increases.

9.4 Field Training Officer Assignment: The University shall provide a salary additive for any employee it selects for Field Training Officer assignment. Employees who are selected for such assignment shall receive an increase in his/her base rate of pay of five percent (5%) during the period of the assignment.

9.5 Working in a Higher Class / Acting Rank: An employee who is designated by the Director or his designee to temporarily perform a major portion of the duties of a position in a higher classification, grade, or rank than the employee's current classification, grade, or rank shall receive a pay increase upon completion of the first five (5) consecutive days assigned, retroactive to the first day of the assignment. Said employee shall receive a pay increase to the minimum of the higher classification, grade, or rank, or five percent (5%) above the employee's current base rate of pay, whichever is greater.

9.6 Promotions: An employee promoted to a higher classification, grade, or rank shall receive a pay increase to the minimum of the higher grade, classification, or rank, or five percent (5%) above the employee's current base rate of pay, whichever is greater.

9.7 All employees covered by this Agreement shall be paid in full no less than bi-weekly and provided a comprehensive pay stub. Shortages or overages involving more than \$25.00 shall be corrected within three (3) workdays. All other errors will be corrected on the following bi-weekly paycheck.

ARTICLE 10 WORK PERIOD / OVERTIME

10.1 The work period for employees shall be a period of fourteen (14) consecutive days and the regular work schedule during that period shall consist of eighty (80) hours.

A. Employees assigned to eight (8) hour work days will work five (5) consecutive days followed by two (2) consecutive days off.

B. Employees assigned to eleven and one-half (11 ½) hour work days will work a rotating day off schedule allowing for four (4) or five (5) consecutive work days followed by four (4) or five (5) consecutive days off.

C. Employees assigned to ten (10) hour work days will work four (4) consecutive days followed by three (3) consecutive days off.

D. Except in the case of an emergency, no other work cycle or schedule will be implemented by the University until the conclusion of negotiations over those proposed work cycles or schedules.

10.2 Employees shall be compensated at time and one-half for all hours worked in excess of eighty (80) hours in a work period. Compensation shall be in the form of cash, unless the employee and the Director agree that the employee shall receive compensatory leave. Any compensated leave or time off as provided for by this Agreement shall be considered as time worked in the computation of overtime unless such leave exceeding three (3) hours is taken on the same day as the overtime is worked. If compensated leave is taken in excess of three (3) hours on a day that overtime is worked, those overtime hours will be reduced by the amount of leave taken.

10.3 An employee's workday shall not be split into two (2) or more segments without the agreement of the employee, except in a declared emergency or to meet unforeseen law enforcement needs.

10.4 An employee shall be given fourteen (14) days notice of a change in the employee's work cycle, work hours, or days off except if agreed to by the employee or in a declared emergency or to meet unforeseen law enforcement needs.

10.5 An employee who rotates to a different shift shall receive a minimum of twenty four (24) hours off between the end of the current shift assignment and the beginning of the new shift assignment except in case of a declared emergency or to meet unforeseen law enforcement needs.

10.6 **Compensatory Leave.**

An employee may accumulate up to 120 hours of overtime compensatory leave and may request cash payment for unused leave at any time. The supervisor may require the employee to use or sell any accrued compensatory leave over 80 hours in increments equivalent to the employee's regular scheduled workday. An employee will be given fourteen (14) days notice when required to use compensatory leave.

10.7 Special Duty

A. It is the policy of the University that University sponsored events on University property which require local police services shall first be offered to available University employees prior to soliciting an outside agency.

B. When an employee works an extra or special event outside the employee's regular scheduled work cycle, the employee shall be compensated at time and one half their regular hourly pay rate. To be eligible for extra (overtime) work as described in A. above, the employee must have worked any scheduled shift on the day of the extra work.

C. An employee reporting to an extra or special event as scheduled, shall be guaranteed a minimum of three (3) hours at time and one half of the employee's hourly rate of pay if the event is cancelled or concluded prior to the estimated end time.

D. An employee's failure to adhere to the Department's procedures for determining the status of the event prior to reporting for duty will cause the employee to lose eligibility for the guaranteed three (3) hour period.

10.8 Training

A. An employee may be required to report for mandatory training during the employee's time off. When reporting for mandatory training during the employee's time off, the employee will be compensated with compensatory leave time at a rate of one and one half times plus one hour travel time to be paid at the employee's time and one half rate on the employee's next paycheck.

B. The employee will not be required to attend training during the days the employee is scheduled to work an evening shift unless the training is during duty hours.

C. Mandatory training during an employee's time off will be limited to one day per month and shall not exceed eight (8) hours, excluding travel time. To the extent practicable, due to the involvement of other agencies, the employer will schedule mandatory training on the employee's first or last off day during the employee's period of time off.

ARTICLE 11 BENEFITS

11.1 Current Employees.

A. State Employee Health Insurance Program. The University and TEAMSTERS support legislation to provide adequate and affordable health care insurance to all employees.

B. Parking. Each employee hired on or before July 31, 2006 and is in pay status on August 1, 2006 shall be provided a \$73 transportation stipend upon ratification of the Agreement by the Board of Trustees to be paid no later than one month thereafter.

11.2 Retired Employees.

A. Employees who retire under the Florida Retirement System shall be eligible, upon request, to receive the following benefits, subject to University rules and policies:

- 1) retired employee identification card;
- 2) use of the University library (i.e., public rooms, lending and research service); and
- 3) placement on designated University mailing lists.
- 4) weapon, badge and an ID indicating retired status.

B. In addition, fees may be charged retired employees for the following, and/or access granted to them on a space available basis:

- 1) use of University recreational facilities;
- 2) a University parking decal; and
- 3) course enrollment of retired employees sixty (60) years or older who meet Florida residency requirements, without payment of fees, on a space available basis.

ARTICLE 12 EDUCATIONAL OPPORTUNITIES

12.1 The University shall be responsible for any and all costs or fees associated with training requirements mandated by Florida State Statute 943.135.

12.2 Employees shall be eligible in the same manner as other University employees-for the University's tuition-free course program. However, the tuition-free course program shall not be less than up to six (6) hours per semester.

12.3 An employee's spouse or dependent children are eligible to enroll in up to three (3) credit hours of instruction at the University per semester per family, based on the guidelines established by the University.

12.4 The University will make a reasonable effort to continue existing training programs in law enforcement techniques and to develop new programs, and to ensure that opportunities to attend law enforcement and salary incentive training programs are equitably distributed among employees.