

## Summary\* of the 2022-2025 Collective Bargaining Agreement Between the City of Coconut Creek and the PBA Lieutenants

- ◆ **Duration of Agreement:** Three years; effective October 1, 2022 - September 30, 2025
- ◆ **Wages and Pay Scales:**
  - FY23: 4.5% increase to employees' wages and the maximum of pay scale
  - FY24: CPI-based increase to employees' wages and the maximum of the pay scale (*at least 3% and not to exceed 4%*)
  - FY25: CPI-based increase to employees' wages and the maximum of the pay scale (*at least 3% and not to exceed 4%*)
- ◆ **Medical Insurance** (*subject to same benefits as Administrative Officers, as follows*):
  - Employee-only coverage: No change - City continues to pay 100% of High Deductible Health Insurance premiums; employees choosing "buy up" plan pay the difference
  - Family coverage: Increased City contribution from 77% of the High Deductible Health Plan to 80%; employees choosing "buy up" plan pay the difference
- ◆ **Vacation Leave:**
  - Increased number of Vacation Leave hours eligible for payout upon entry to FRS DROP from 240 hours to up to 320 hours for those with at least 15 years of service
  - Accompanied by commensurate reduction in number of Vacation Leave hours permitted to be paid out upon separation from employment
- ◆ **Holidays** (*subject to same holiday benefits as Administrative Officers, as follows*):
  - Added Juneteenth as a paid holiday
  - Ordinance to follow to add Juneteenth as a City-recognized holiday
- ◆ **Job Basis Leave** (*subject to same holiday benefits as Administrative Officers, as follows*):
  - Memorialized the existing Job Basis Leave benefit (*inadvertently excluded previously*)
- ◆ **Shift Differential:**
  - Changed Shift Differential from 5% of base pay (included in hourly rate) to 5% of salary range maximum (paid as flat dollar bi-weekly amount, adjusted to new range maximum each year)
- ◆ **Special Detail Pay:**
  - Incorporated language to preserve current \$12 increase over standard detail rate when acting in supervisory capacity if Officers negotiate an increase to the standard detail rate (would likely be accompanied by an Ordinance to increase City's charge)
- ◆ **Examples of language clarifications, administrative issues, and general "housekeeping" items:**
  - Eliminated references to "Corporal," since the position has been eliminated through attrition
  - Changed dates to reflect new term of Agreement
  - Changed "Dade" to "Miami-Dade"
  - Used gender neutral language throughout
  - Updated protected classes to match current County, State, and Federal legislation
  - Clarified that marijuana use violates Drug Free Workplace, despite Medical Marijuana Use Registry Card

\*The summary contains the substantive issues that are financial in nature or affect benefits. Language clarifications, administrative issues, and general "housekeeping" items may not be reflected in the summary.