

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

- ◆ **Duration of Agreement:** Three years; effective October 1, 2022 - September 30, 2025
- ◆ **Wages and Pay Scales:**
 - FY23: 4.6% increase to employees' wages and the pay scale
 - FY24: CPI-based increase to employees' wages and the scale (*at least 3% and not to exceed 4%*)
 - FY25: CPI-based increase to employees' wages and the pay scale (*at least 3% and not to exceed 4%*)
- ◆ **Medical Insurance:**
 - 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% in FY23, 81% in FY24, and 82% in FY25; employees choosing "buy up" plan pay the difference
- ◆ **Retirement Health Savings (RHS) Plan:**
 - For the five Sergeants who entered a PBA bargaining unit before 1/1/2002, increased the monthly calculation used for the one-time lump sum RHS contribution upon retirement from \$250 to \$300
- ◆ **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:**
 - Added Juneteenth as a paid holiday
 - Ordinance to follow to add Juneteenth as a City-recognized holiday
- ◆ **Shift Differential, Special Assignment, and Temporary Assignment Pay:**
 - Changed Shift Differential and Temporary Assignment 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 max. each year) starting in FY24
 - Changed Special Assignment Pay from 2% of base pay (included in hourly rate) to 2% of salary range maximum (paid as flat dollar bi-weekly amount, adjusted to new range max. each year) starting in FY24
- ◆ **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)
- ◆ **Take Home Vehicles:**
 - Changed "City limits" (with unlimited reference points) to choice of Recreation Complex or Community Center for calculating commuting distance
 - Changed Personal Rider from "Required" to "Advised"
- ◆ **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
 - Clarified how Retirement Health Savings (RHS) benefit accrued as a Sergeant is handled when promoted to a position without the same benefit

*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.