

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

- ◆ **Duration of Agreement:** Approx. three years; effective December 8, 2022 - September 30, 2025
- ◆ **Wages and Pay Scales:**
 - FY23 (*effective retroactive to pay period starting December 4, 2022*):
 - 4.5% across-the board increase to employees' wages
 - 1.5% market-based increase (for a total increase of 6%) to the minimum of the pay scale
 - 0.25% market-based increase (for a total increase of 4.75%) to the maximum of the pay scale
 - Commensurate wage adjustments as necessary for employees required to be at Minimum, Midpoint (5 years' service), and Maximum (10+ years' service) of pay scale as required by the CBA
 - Agreed to delay annual longevity pay and sick leave conversions to second (instead of first) pay in December in order to include wage increases
 - 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 (*effective the first pay period following adoption*), 81% in FY24, and 82% in FY25; employees choosing "buy up" plan pay the difference
- ◆ **Holidays:** Added Juneteenth as a paid 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) for those with at least 6 years' service and midpoint for those with fewer than 6 years' service, *eff. 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) for those with at least 6 years' service and midpoint for those with fewer than 6 years' service, *eff. FY24*
- ◆ **Special Detail Pay:** Increased base hourly rate from \$34 to \$40 and holiday hourly rate from \$10 to \$15 (*effective as soon as administratively possible in FY23, i.e., following Ordinances to increase bill rates*)
- ◆ **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"
 - Reduced maximum monthly reimbursed for those automatically eligible from \$400 to \$250 by:
 - Expanding each reimbursement tier by 5 miles and reduced each tier's monthly cost by \$50
 - Removing top reimbursement tier
 - Changing mileage limit for automatic eligibility from 55 miles to 50 miles
- ◆ **Occupational Disability Leave (ODL):**
 - Added allowance for up to 2 hours of ODL per required medical appointments resulting from an "Active On-Duty Injury" for 90 days from date of injury
 - Limited types of injuries to be included in definition of "Active On-Duty Injury"
- ◆ **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
 - 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 are handled when changing bargaining units

**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.*