

## Highlights\* of the 2016-2019 Collective Bargaining Agreements Between the City of Coconut Creek and the PBA Lieutenants

- ◆ **Duration of Agreements:** Three years; effective October 1, 2016 - September 30, 2019, retroactive to October 1, 2016.
- ◆ **Wages:**
  - FY17: 1.4% (CPI) increase for all employees and maximum of pay scale
  - FY18: 2% increase for all employees and maximum of pay scale
  - FY19: 2% increase for all employees and maximum of pay scale
  - Sergeants promoted to Lieutenant shall be brought to the minimum of the Lieutenant range or receive an 8% pay increase, whichever is greater.
- ◆ **Medical Insurance:** No change. This was already written to be the same as Administrative Officers.
- ◆ **Retirement:** No change. This was already written to be the same as Administrative Officers.
- ◆ **Retiree Medical Insurance Stipend:**
  - No change. This was already written to be the same as Administrative Officers.
  - Added provision that if an Ordinance is passed in FY17 increasing this benefit, the increased benefit shall apply to any Lieutenants retiring on or after October 1, 2016.
- ◆ **Longevity Pay:**
  - %-based Longevity Pay to be calculated on base pay only (i.e., excluding shift and assignment pay)
- ◆ **Compensatory Time:**
  - Current Lieutenants will be paid out all compensatory time at the current pay rate.
  - Employees selected for promotion to Lieutenant will be paid out all compensatory time at the final rate of pay prior to promotion.
- ◆ **Occupational Disability Leave (ODL):**
  - PBA Time Pool hours may be used for doctor's appointments for occupational disabilities once the ODL benefit has been exhausted.
- ◆ **Drug Free Workplace:**
  - Post-accident drug screen requirements eliminated unless there is reasonable suspicion that the employee is under the influence of drugs or alcohol

*\*The highlights contain only the substantive issues that are financial in nature or affect benefits. Language clarifications, administrative issues, and general "housekeeping" items have been excluded from the highlights.*