

**Highlights* of the 2016-2019 Collective Bargaining Agreements
Between the City of Coconut Creek and the PBA Officers/Corporals and Sergeants**

Highlights are for both the Officers/Corporals (PBA-O) and Sergeants (PBA-S) units, unless otherwise noted.

- ◆ **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 pay scale
 - FY18: 2% increase for all employees and pay scale
 - FY19: 2% increase for all employees and pay scale
- ◆ **Medical Insurance:** Will match benefits changed in FY16 for Civil Service, Administrative Officers, and Lieutenants, 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 benefit - City to pay 72% of High Deductible Health Insurance premiums; employees choosing “buy up” plan pay the difference
 - Opt-out: Reduction from \$4,500 to \$4,000 annualized stipend. Starting in FY18, stipend will be reduced to \$0 only for those whose outside coverage does not meet ACA requirements, if applicable.
 - Sick Leave conversion for health insurance premiums: Pay rate to be used will change from rate of September 30th plus COLA to the pre-COLA pay rate.
- ◆ **Retirement:**
 - The FRS-related “salary additive” (currently 0.68% of eligible compensation) is discontinued.
 - Retirement years of service increased from 20 to 25 for most provisions (remains at 10 years if age 55+).
- ◆ **Retiree Medical Insurance Stipend:**
 - Monthly stipend increased from \$250 to \$300
 - Opt-out stipend increased from \$0 to \$200, calculated by # of months between retirement and age 65, paid as a one-time taxable lump sum payment
 - Eligibility increased from 20 years to 25 years of service if minimum age requirement (55) isn’t met. If age 55, required service remains 10 years.
- ◆ **Longevity Pay:**
 - %-based Longevity Pay to be calculated on base pay only (i.e., excluding shift and assignment pay)
- ◆ **Compensatory Time:**
 - Cap reduced from 480 to 280; pay down to 400 (FY17); 340 (FY18); 280 (FY18)
 - Cap to be lifted during final year of service following submission of retirement letter only if the City creates overtime opportunities that are only available in exchange for compensatory time (which is at City’s sole discretion and not likely)
 - Discretion to earn compensatory time versus overtime pay transferred from employee to Chief (except in the case of court time)
 - Option to earn compensatory time in lieu of holiday pay eliminated

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- ◆ **Take Home Vehicle Policy:** “De minimus personal use” has been defined/restricted, as follows:
 - Marked – Commuting to/from work; Personal errands on the way to/from work; Off-duty personal errands in Broward County only. No vacation or recreational trips.
 - Unmarked – Commuting to/from work; Off-duty personal use in Broward County and County of residence (Palm Beach or Miami-Dade only), provided such use is incident to law-enforcement functions such as being able to report directly as needed. No vacation or recreational trips.
 - All - Employees who use their assigned vehicles for personal use, including commuting, are deemed to be in an unpaid on-call status and shall be prepared to render appropriate assistance and maintain readiness to respond during use of the assigned vehicle.

- ◆ **Special Assignment Pay:**
 - Add SWAT and Crisis Negotiation Team to list of units eligible for 2% special assignment pay consideration
 - Limit special assignment pay to one assignment at any given time

- ◆ **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.

- ◆ **Light Duty:**
 - Capped at 9 months versus indefinite
 - Shall not be used for restrictions resulting from cosmetic surgery

- ◆ **Promotions:**
 - Clearly allows for an interview process or other assessment steps once the eligibility list has been established

- ◆ **Temporary Assignment Pay:**
 - PBA-O – Reduce waiting period for Temporary Assignment Pay from 2 weeks to 1 week
 - PBA-S – Increase waiting period for Temporary Assignment Pay from 12 hours to 1 week

- ◆ **Disciplinary and/or Remedial Actions:**
 - Eliminate Verbal Reprimands from types of disciplinary actions
 - Provide for non-grievable, non-disciplinary remedial actions

- ◆ **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.*