

**Summary* of the 2024-2026 Collective Bargaining Agreement
Between the City of Coconut Creek and the Metro-Broward Professional Fire Fighters, Local 3080**

- ◆ **Duration of Agreement:** Effective September 12, 2024 - September 30, 2026
- ◆ **Wages and Pay Scale:**
 - FY24: Pay Scale adjustments vary by classification to ensure competitive market position and internal equity; FY24 employee pay rates to be increased prospectively by 4% (6% for Fire Inspectors based on necessary market adjustment) with 4% retroactive for FY24 for pay associated directly with work hours.
 - FY25: Pay Scale and Employee Pay Rate adjustments - Same as Civil Service employees (*4% submitted in proposed budget*)
 - FY26: Pay Scale and Employee Pay Rate adjustments - Same as Civil Service employees (*TBD*)
- ◆ **Health Insurance Program:**
 - Same as Civil Service, which will result in immediate increase of City contribution to medical insurance for family coverage, as well as an H.S.A. contribution if approved through FY25 budget process.
- ◆ **Retirement Medical Continuation and Compensation Plan:**
 - Reduce eligibility requirements only for those hired by 12/31/21 to recognize earlier retirements that may be associated with experienced firefighters assisting in the start-up of CCFR; no change to actual benefit.
- ◆ **Vacation and Sick Leave:**
 - Increase vacation and sick leave accruals for Shift employees to align with industry standards.
 - Add a Sick Leave Incentive for Shift employees (to provide up to 1 bonus vacation day per year if no sick leave is used) – *same incentive our Police Officers have.*
 - Increase vacation Leave balance for Shift employees hired by 12/31/21 by 48 hours upon ratification and 24 hours in FY26.
- ◆ **Holidays:**
 - Add Juneteenth as a paid holiday (*retroactive for FY24 for Day employees*).
 - Increase value of holiday pay from 9.6 hours to 12 hours for Shift employees; from 8 hours to 10 hours for Day employees.
- ◆ **Step-up Pay and Special Assignment Pay:**
 - Increase rates based on market comparisons.
- ◆ **Battalion Chief Pay for Working Additional Shifts:**
 - Compensate Battalion Chiefs at time-and-one-half (versus current straight time) when required to work an additional shift (*retroactive for FY24*); no other overtime applies for other additional hours worked.
- ◆ **Special Detail Pay:**
 - Increase Special Detail Pay based on market comparisons and parity with our Police Officers – *Ordinance to increase rates charged will follow.*
- ◆ **Education Incentive:**
 - Match the amount the State reimburses for educational incentives for designated college degrees.
- ◆ **Take Home Vehicles:**
 - Assign vehicles to all Fire Inspectors instead of on a rotating basis.
- ◆ **Examples of financial provisions/benefits that will remain “status quo”:**
 - Pay-for-performance; Longevity Pay; Promotion Pay; Standby Pay; Tuition Reimbursement Program
- ◆ **Examples of language clarifications, administrative issues, and general “housekeeping” items:**
 - Add Union Time Pool; Add Temporary Light Duty provisions; Revise provisions related to grievance/arbitration, layoff/recall, seniority, promotion process, probation, management rights, discipline, exchange time, fitness for duty, and occupational disability leave.

**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.*