

COLLECTIVE BARGAINING  
AGREEMENT

Between

The City of Coconut Creek

and

The Police Officers' and Corporals' Unit

Represented By

The Broward County Police Benevolent  
Association

October 1, 2016 through September 30, 2019

chosen at the sole discretion of the Chief of Police or in his or her absence, his or her designee.

Employees may also be required to report for mandatory overtime under the emergency conditions. Failure to report for mandatory overtime, when ordered, may result in disciplinary action up to and including dismissal, which will be subject to the grievance procedure. If a FEMA emergency is called, employees working overtime shall take the overtime in pay, not as compensatory time.

13.11: Special Assignment Designation - The purpose of Special Assignment Designation is to provide an additional career development path and compensation for those highly motivated employees providing services in areas of specialization or as training resource officers in addition to performing their regular duties.

A. "Special Assignment" designation shall be upon the recommendation of the Chief of Police and subject to approval by the City Manager and shall be limited to only those positions within the bargaining unit below the rank of Sergeant. Special assignments may include but need not, and are not limited to: Training Officer, Field Training Officer, School Resource Officer, Detective, Community Services Officer, and assignment to the SWAT or Crisis Negotiation Team. The Chief has complete discretion to pay or not to pay Special Assignment pay. Such designation would be limited to a specific employee while performing in an extraordinary manner and would terminate when either of these criteria were absent.

B. An employee covered by this Agreement who is "Special Assignment" shall receive a two percent (2%) increase in pay, including an employee at the top of the pay range for their normal position classification, provided that payment shall not be made for more than one Special Assignment at any given time.

13.12: Special Details

An employee covered under this Agreement shall be paid for Unofficial Functions worked pursuant to Section No. 2-57, Code of Ordinances as may be amended from time to time. Effective October 1, 2010, the rate of pay for Unofficial Functions shall be Thirty Dollars (\$30.00) per hour. If an Unofficial Function requires four (4) or more officers, one shall be a Sergeant. If a Sergeant is not available, a member of the bargaining unit shall be assigned as a supervisor. Members who act as a supervisor as assigned by the City, shall be paid at the rate of pay received by Sergeants for Special Details. Employees shall receive an additional ten dollars (\$10.00) per hour for Special Details worked during City-designated holidays, pursuant to Article 10.

Employees may not work more than forty-eight (48) hours of Special Details per pay period, unless such additional time is authorized and approved by the Chief of Police or his or her designee.

In the event of an employee's sickness or injury, prior to the date scheduled to work the Special Detail, the employee shall notify the on-duty Supervisor, in advance, that

he/she will be unable to work scheduled detail, and of the nature of the sickness or injury. Employees who claim to be sick and/or injured and are later determined to have made false statement(s) regarding their sickness and/or injury, shall be subject to disciplinary action, up to and including suspension or dismissal.

13.13: Scheduled Stand-by

From time to time, the Chief of Police or his/her designee may schedule a bargaining unit member for Scheduled Stand-by. Scheduled Stand-by is defined as a twenty-four (24) hour period wherein an employee shall be able to report for duty as required by the city while on an off-duty status within one (1) hour. Said employee shall be physically fit for duty, not under the influence of intoxicating substances, and shall report in uniform or appropriate attire as required. Each member scheduled for Scheduled Stand-by shall be compensated for one (1) hour at the member's regular straight-time pay. Scheduled Stand-by pay compensation shall not be included in calculating a member's right to overtime compensation. If a member is called back by the City as contained in Section 13.4, the member shall be paid Call Out pay and Scheduled Standby pay.

13.14: Shift Differential

Effective October 1, 2007, to compensate for the removal of court stand by pay, bargaining unit members regularly assigned to the Alpha shift road patrol unit or the DUI or K9 units shall have five percent (5%) added to their base pay for time spent working during said shift. The Shift Differential shall not be paid to members working the Alpha shift if it is not their regularly assigned shift.