

**Summary\* of the 2025-2028 Collective Bargaining Agreement  
Between the City of Coconut Creek and the PBA Police Lieutenants**

◆ **Wages:**

- FY26
  - Increase salary range Minimum to start Lieutenants' salary range approx. 6% higher than final step of Sergeants' step plan to eliminate pay compression between the ranks;
  - Increase salary range Maximum by 3.5%
  - Increase all current wages by 3.5%
  - Continue pay-for-performance method of anniversary date pay increases
- FY27 and FY28 - Increase salary range Minimum and Maximum and employee wages by 3.5% each year – with reopener option if needed in FY28 due to property tax reform

◆ **Health Insurance and Retiree Health Benefits:** Status Quo – Police Lieutenants' receive the same benefits as Administrative Officers.

◆ **Paid Leave:** Status Quo – Police Lieutenants' receive the same benefits as Administrative Officers.

◆ **Longevity Pay:**

- Change eligibility to be based on years as Sworn CCPD Police Officer (i.e., excluding Trainee time)
- Eliminate the “grandfather clause” that would have prevented newer or future Lieutenants from achieving the highest longevity tier

◆ **Shift Differential:**

- For Lieutenant assigned dual responsibility for both the Criminal Investigations Section (CIS) and the Special Enforcement Team (SET), add Shift Differential Pay using same flat dollar method as other Shift Diff. Pay, calculated on 2% of the Maximum

◆ **Special Detail Pay:** Based on Officers' Agreement, this will increase from \$40 to \$45/hr., and based on the Sergeant's Agreement, the supervisor's pay will increase from \$52 to \$57/hr. as soon as administratively possible (*i.e., after Ordinance change to increase charges*)

◆ **Clothing Allowance:**

- Increase from \$750 to \$1,000/year for those in plain-clothes assignments

◆ **Examples of non-financial, administrative, language, and general “housekeeping” items:**

- Streamline Grievance and Arbitration Procedures
- Incorporate language in the Drug Free Workplace article to address drugs that are legal but impairing

*\*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.*