

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

◆ **Wages:**

- FY26
 - Shift from Pay-for-Performance to a 5-year Step Plan
 - Increase Minimum (Step 0) to start Sergeants' Step Plan 3% higher than final step of Officers' step plan to eliminate pay compression between the ranks; Increase Maximum (Step 5) by 3.5%; Slot all current employees into Step that correlates with their current years of service (resulting in varying actual pay increases per person)
- FY27 and FY28 - Increase the step plan by 3.5% each year – with reopener option if needed in FY28 due to property tax reform

◆ **Health Insurance:** Beginning in FY26, the bargaining unit will follow the same health insurance plan and benefits as non-bargaining employees. In FY26, this results in an increase to the City's contribution for premiums, no increase to employees' and family premiums for those on the High Deductible Health Plan, and implementation of the City's Health Savings Account contribution.

◆ **Retirement Health Savings:** For those hired before 1/1/2002, increase the calculation for the RHS lump sum contribution made upon retirement from \$300/month to \$400/month (times the number of months between retirement and age 65, not to exceed 120 months)

◆ **Paid Leave:**

- Remove option for holidays to be compensated as "holiday leave" for the holiday so all holidays will be compensated as pay whether scheduled to work or not
- Add 1.5 hours for each of the 12 full holiday equivalents to the Personal Leave bank, i.e., increasing Personal Leave from 24 hours to 42 hours available to use each calendar year

◆ **Longevity Pay:**

- FY26 – Change eligibility to be based on years as Sworn CCPD Police Officer (i.e., excluding Trainee time)
- FY27 – Change 11-year start of longevity compensation to 10 years

◆ **Shift Differential:**

- SET Members – Add Shift Diff. Pay using same flat dollar method as other Shift Diff. Pay, calculated on 2% of Step 5.

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

◆ **Temporary Light Duty:** Differentiate provisions for on-the-job injuries, personal illness/injury, and pregnancy to comply with most current legislation and case law, to require FMLA use first for personal illness/injury, and to extend light duty duration allowed for on-the-job injuries

◆ **Court-related Pay:** Incorporate MOU re: telephonic/virtual calls with SAO and/or court sessions (*Reduce 3-hr minimum to actual time if 1 hour or less*)

◆ **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
- Delete Tuition Reimbursement details and instead reference the related Administrative Order that applies to non-bargaining employees (currently the same benefit)

**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.*