

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

◆ **Wages:**

- FY26
 - Shift from Pay-for-Performance to 10-year Step Plan
 - Increase Minimum (Step 0) by 5.5%; Increase Maximum (Step 10) 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 – parties collaborating on language to provide for a reopener 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.

◆ **Paid Leave:**

- First 6 holidays of the year will each be banked as 10 hours of leave in January to be used that year – Time not used by end of the year will be paid out as holiday pay (up to 8.5 hours per holiday only) the following January.
- Last 5 and two-half holidays of the year will be paid (no option to use as leave) at 8.5 hours each
- Increase 240 hours of vacation that can be converted to pay when entering DROP (for calculating into Average Final Compensation) to 320 hours for those with 15 years (same as all other employee groups)

◆ **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/Special Assignment/Temporary Assignment Pay:**

- Use Steps 5 and Steps 10 for calculations instead of Midpoint and Maximum
- SET Members – Add Shift Diff. Pay using same flat dollar method as other Shift Diff. Pay, calculated on 2%

◆ **Special Detail Pay:** Increase from \$40 to \$45/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*)

◆ **Take Home Vehicle Reimbursements:**

- Limit “no reimbursement” for those hired by 10/1/13 to current distance – relocating to further mileage tier will require reimbursement
- Increase 10 - <20 mile tier from \$0 to \$20/month
- Decrease 30 - <40 mile tier from \$150 to \$125 and 40 - <50 mile tier from \$250 to 225/month
- Include special details in permissible use, remove commuting from the type of personal use advising purchase of an insurance rider, streamline process for requesting and granting permission for passengers, allow the shorter of the “to” or “from” distance to be used for calculating reimbursement

◆ **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
- For Promotions, require 70% on written exam and 5 years of service and change “rule of 5” to “rule of 8”
- Update Shift Exchange process

**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.*