

AGREEMENT TO AMEND THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE CITY OF COCOA AND  
COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION, INC. (CFPBA)

This agreement is entered by and between the City of Cocoa (City) and the Coastal Florida Police Benevolent Association, Inc. (CFPBA), Rank and File. The City and CFPBA are parties to a Collective Bargaining Agreement (CBA) effective October 1, 2021 through September 30, 2024. This agreement is intended to document the City's and CFPBA's mutual agreement to amend Article 28 Wages of the CBA as stated below (underlined type are additions and ~~strikeout~~ type are deletions to the CBA).

**ARTICLE 28 WAGES**

Section 1. Effective with the first pay period of Fiscal Year 2022, the City shall provide a seven percent (7%) wage increase for sworn bargaining unit members and five percent (5%) for non-sworn bargaining unit members employed as of the ratification date of this Agreement. For Fiscal Year 2023, the City shall provide bargaining unit members with a three percent wage increase based on budgetary appropriations and Council budget adoption. If the 3% wage increase for Fiscal Year 2023 is not appropriated by Council, the City shall give notice of such to the union, and this article will automatically reopen solely for the purposes of negotiating wages for the fiscal year at issue. For Fiscal Year 2024, the City shall provide bargaining unit members with a 11% wage increase contingent on budgetary appropriations and Council budget adoption. The City shall establish a Wage Plan for bargaining unit employees as set forth below:

| <b>Classification</b>           | <b>Grade</b> | <b>Minimum Hrly/Annual</b> | <b>Maximum Hrly/Annual</b> |
|---------------------------------|--------------|----------------------------|----------------------------|
| Dispatch/Communications Officer | PU6          | \$18.39/\$38,251.20        | \$30.27/\$62,961.60        |
| Police Officer                  | PU9          | \$24.05/\$50,024.00        | \$37.63/\$78,270.40        |
| Police Sergeant                 | PU12         | \$32.07/\$66,705.60        | \$49.69/\$103,355.20       |

Section 2. For fiscal year 2022, bargaining unit members hired on October 1, 2020 or after that are below the new minimum will be brought to the new minimum. If their starting pay was above the new minimum, they will receive a prorated wage increase equivalent to the number

of full calendar months they were employed. For example, a Police Officer with a new hire date of June 15 will be eligible for 3/12 of the annual wage increase in accordance with 29.1, with counting months of July-September and new hire that starts on June 1 would receive 4/12 of the annual wage increase with counting the month of hire as a full month.

Section 3. No increases will be given upon the expiration of this contract until another contract has been ratified or imposed.

Section 4. Under no circumstances will employees be eligible to receive a wage increase above the maximums for their pay grade. Once the maximum has been reached, the employee will receive a lump sum payment. There could be instances where the amount is split between an hourly rate increase and a lump sum payment when the employee reaches the maximum pay grade.

Section 5. Police Officers, Sergeants, and Dispatchers assigned to evening, evening relief, and midnight relief, and midnight shifts shall receive a shift differential premium as follows for each hour worked:

|                |                 |
|----------------|-----------------|
| Evening Shift  | \$ .50 per hour |
| Midnight Shift | \$ .75 per hour |

Section 6. Bargaining unit employees assigned as follows shall receive the incentive pay noted below, per hour, in addition to their base pay while so assigned:

| <u>Assignment</u>                | <u>Incentive Pay</u> |
|----------------------------------|----------------------|
| Canine Officer (K-9)             | \$.25 per hour       |
| Traffic Homicide (THI)           | \$.25 per hour       |
| Motor Unit                       | \$.25 per hour       |
| Comms./Dispatch Training Officer | 5% when training     |
| Field Training Officer (FTO)     | 5% when training     |
| Detective/Vice/Plainclothes      | 5%                   |
| Internal Affairs (IA)            | 5%                   |

|                                    |                 |
|------------------------------------|-----------------|
| Special Weapons and Tactics (SWAT) | \$ .50 per hour |
| Crisis Negotiations Unit (CNU)     | \$ .50 per hour |
| School Resource Officer (SRO)      | \$ .50 per hour |
| Community Engagement Unit (CEU)    | \$ .50 per hour |
| Lead Dispatcher                    | 5%              |
| Corporal Assignment                | 5%              |
| Communications Ctr Supervisor      | 5%              |

Section 7. An internal employee promoted to the rank of Sergeant shall be brought to the minimum of the pay range or received a salary increase equivalent to five percent (5%) above their existing base wage, whichever is greater. In the event the internal employee was assigned to a detective specialty unit or held the rank of Corporal for two years or more and the assignment dates were within the last thirty-six months prior to the Sergeants promotion date, their salary will increase by ten percent (10%).

The CFPBA members ratified these CBA changes with a unanimous member vote on August 24, 2023. City Council ratified the changes at a regular City Council Meeting on September 12, 2023.

Signed: \_\_\_\_\_ CFPBA

Signed: \_\_\_\_\_ CFPBA

Signed: \_\_\_\_\_ City of Cocoa