

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, hereinafter referred to as "City" and Coastal Florida Police Benevolent Association, Inc., Rank and File, hereinafter referred to as "CFPBA". The City and CFPBA are parties to a collective bargaining agreement effective October 1, 2018 through September 30, 2021 and have mutual agreement to modify Article 28 Wages as stated below (underlined type are additions and ~~strikeout~~ type are deletions to the CBA).

Article 28 – Wages

Section 1. Effective October 1 of Fiscal Year 2019~~, and~~ 2020, ~~and 2021~~, the City shall provide bargaining unit members with a three percent (3%) wage increase. Effective October 1 of Fiscal Year 2021, the City shall provide bargaining unit members with an eight percent (8%) wage increase. Bargaining unit members must be employed prior to June 1 to be eligible for a wage increase in the ensuing fiscal year.

The City shall establish a Wage Plan for bargaining unit employees as set forth below:

Classification	Grade	Minimum Hrly/Annual	Maximum Hrly/Annual
Dispatch/Communications Officer	PU6	\$14.90 <u>16.09</u> / \$30,992.00 <u>33,467.20</u>	\$24.52 <u>26.48</u> / \$51,001.60 <u>55,078.40</u>
Police Officer	PU9	\$18.75 <u>20.25</u> / \$39,000.00 <u>42,120.00</u>	\$29.33 <u>31.68</u> / \$61,006.60 <u>65,894.40</u>
Police Sergeant	PU12	\$25.00 <u>27.00</u> / \$52,000.00 <u>56,160.00</u>	\$38.74 <u>41.84</u> / \$80,579.20 <u>87,027.20</u>

Section 2. For fiscal year ~~2019~~2021, bargaining unit members will be brought to the new pay grade minimum or receive a ~~three-eight~~ percent (38.0%) wage increase, whichever is greater.

The Parties hereby acknowledge and warrant that they understand and agree to all of the terms of this Agreement to Amend the CBA:

Mutually agreed to on September 4th, 2020

Signed: [Signature] CFPBA

Signed: [Signature] City of Cocoa