



Legislation Details (With Text)

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File created:	8/15/2023	In control:		City Council	
On agenda:	9/12/2023	Final action:			
Title:	Approve the Memorandum of Understanding between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) dated October 1, 2021 to September 30, 2024, amending Article 28 Wages for Fiscal Year 2024. (Administrative Services Director)				
Sponsors:	Department Director				
Indexes:	PBA				
Code sections:					
Attachments:	1. MOU PBA FY24 WAGES (City Council September 12).pdf				

Date	Ver.	Action By	Action	Result
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CITY COUNCIL AGENDA ITEM

Memo Date: August 28, 2023
 Agenda Date: September 12, 2023
 Prepared By: Tammy B. Gemmati, Administrative Services Director
 Through: Stockton Whitten, City Manager
 Requested Action:

Approve the Memorandum of Understanding between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) dated October 1, 2021 to September 30, 2024, amending Article 28 Wages for Fiscal Year 2024.

BACKGROUND:

On September 14, 2021, City Council approved the ratification of a three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) for the contract term of October 1, 2021 through September 30, 2024. As part of that agreement, salary pay grades and annual wage increases were agreed for the three-year term, which included a seven percent (7%) increase for Fiscal Year 2022 and three percent (3%) increases for Fiscal Years 2023 and 2024. Due to the current market demands and low applicant pools, our salaries are well below the market averages for Police Officers and Communication Officers. The City has experienced high turnover to other cities in Brevard County with higher starting salaries.

This contract includes the classifications of Police Officers, Police Sergeants, and Dispatch/Communication Officers. City Staff recommends increasing the pay plan minimums and maximums by eleven percent (11%) to make the City more competitive and to help retain officers. Additionally, City Staff recommends an annual wage increase of eleven percent (11%) instead of the original three percent (3%) already ratified in the current contract. This brings the salaries to the current market.

Classification	Previous Pay Grades	Revised Pay Grades
Dispatch/Communications Officer	\$34,465.60 (\$16.57) - \$56,721.60 (\$27.27)	\$38,251.20 (\$18.39) - \$62,961.60 (\$30.27)
Police Officer	\$45,073.60 (\$21.67) - \$70,512.00 (\$33.90)	\$50,024.00 (\$24.05) - \$78,270.40 (\$37.63)
Police Sergeant	\$60,091.20 (\$28.89) - \$93,121.60 (\$44.77)	\$66,705.60 (\$32.07)- \$103,355.20 (\$49.69)

Prior to these wage increases being proposed, there were multiple public meetings explaining the critical need for these salary changes. Additionally, the tentative millage rate was established based on the wage proposals for public safety. After the tentative millage rate was set, a negotiation meeting was held with the PBA representatives. The union held a ratification vote on August 24 to ratify the revised agreement with a unanimous yes vote.

STRATEGIC PLAN CONNECTION:

Public Safety/Community Standards - In order to attract and retain a skilled community-oriented and diverse sworn and civilian workforce, the City of Cocoa must have competitive wages.

BUDGETARY IMPACT:

Budgeted Yes

These wage increases have been built into the proposed FY2024 Budget.

PREVIOUS ACTION:

At a regular City Council Meeting on September 14, 2021, Council approved a three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) for the contract term of October 1, 2021 through September 30, 2024.

RECOMMENDED MOTION:

Approve the Memorandum of Understanding between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) dated October 1, 2021 to September 30, 2024, amending Article 28 Wages for Fiscal Year 2024.