



## Legislation Text

File #: 20-599, Version: 1

### CITY COUNCIL AGENDA ITEM

Memo Date: September 8, 2020  
Agenda Date: September 23, 2020  
Prepared By: Tammy B. Gemmati, PHR, Administrative Services Director  
Through: Matthew Fuhrer, Interim City Manager  
Requested Action:

Approve the Memorandum of Understanding between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) to amend Article 28 Wages for Fiscal Year 2021.

#### **BACKGROUND:**

On September 25, 2018, 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, 2018 through September 30, 2021. As part of that agreement, salary pay grades and annual wage increases were agreed for the three-year term, which included an annual three percent (3%) increases on October 1 of each fiscal year. At that time, the City was competitive but since then many of our surrounding agencies have continued to adjust their starting pay annually, and it has caused an increase in turnover with Police and Communications Officers.

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 eight percent (8%) to make the City more competitive and to help retain officers. Additionally, City Staff recommends an annual wage increase of eight percent (8%) instead of the original three percent (3%) already ratified in the current contract.

Classification	Previous Pay Grades	Revised Pay Grades
Dispatch/Communications Officer	\$14.90/\$30,992.00 - \$24.52/\$51,001.60	\$16.09/\$33,467.20 - \$26.48/\$55,078.40
Police Officer	\$18.75/\$39,000.00 - \$29.33/\$61,006.60	\$20.25/\$42,120.00 - \$31.68/\$65,894.40
Police Sergeant	\$25.00/\$52,000.00 - \$38.74/\$80,579.20	\$27.00/\$56,160.00 - \$41.84/\$87,027.20

Due to mandatory bargaining requirements for wages and the fact that City Council is required to approve pay plan changes. An internal meeting was held between Interim City Manager Matthew Fuhrer and PBA bargaining representatives to review the proposed changes and the attached memorandum of understanding was approved by PBA on September 4, 2020.

During the Fiscal Year of 2021, City Staff will begin a new three-year agreement for future fiscal years, as this modification is only for Fiscal Year 2021.

**STRATEGIC PLAN CONNECTION:**

Employees - Competitive salaries helps retain a qualified workforce and continue public services to our community.

**BUDGETARY IMPACT:**

Budgeted Yes

The budgetary impact of this amendment is included in the proposed Fiscal Year 2021 budget. A future BAF will be brought to City Council on an agenda item to utilize contingency funds budgeted in FY21 for this wage increase to reallocate the appropriate amount to the Police Department personal services account.

**PREVIOUS ACTION:**

At a regular City Council Meeting on September 25, 2018, 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, 2018 through September 30, 2021.

**RECOMMENDED MOTION:**

Approve the Memorandum of Understanding between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) to amend Article 28 Wages for Fiscal Year 2021.