



## Legislation Text

---

File #: 20-604, Version: 1

---

### **CITY COUNCIL AGENDA ITEM**

Memo Date: September 10, 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 three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) Lieutenants for the contract term of October 1, 2020 through September 30, 2023.

#### **BACKGROUND:**

In November 2014, the City of Cocoa was notified by the Public Employee Relations Commission (PERC) that the City's Police Lieutenants had filed for Union recognition for all Police Lieutenants in that classification as a supervisory unit. At that time the City began the bargaining process which concluded when the initial contract was ratified at City Council on April 24, 2018. The initial contract period covered October 1, 2017 to September 30, 2020.

The negotiation team for the City included: Assistant City Manager Matthew Fuhrer, Administrative Services Director/Chief Negotiator Tammy Gemmati, Police Chief Michael Cantaloupe, Police Commander Patrick Dovale, Finance Director Rebecca Bowman, and Human Resources Manager Lorne Stinnett. Meetings were held July - September to bargain contract changes. Due to the initial contract being ratified recently in 2018, there was not many changes made to the overall content. A tentative agreement was reached on September 10, 2020. The PBA Union held a ratification vote on September 16, 2020 and was successful with a 3-1 passing vote.

The final contract covers periods of October 1, 2020 - September 30, 2023. A summary of the contract changes includes:

#### Article 11 - Employee Leave and Benefits:

- Increase shoe allowance from \$100 to \$125 per fiscal year.
- Holiday Pay will be in a separate payroll check
- Holiday Pay is prorated for any new hires or promotions.

#### Article 13 - Probationary Period

- The probationary period for new hires will be decreased to six months from twelve

months.

- Internal employees that get promoted from Police Sergeant to Lieutenant will have a 90-day probation.

#### Article 17 - Wages

- Effective October 1 of Fiscal Year 2021, the City shall provide members with a 9.17% wage increase and a new pay grade was established of \$71,593.60-105,580.80. This substantial wage increase was necessary due to internal compression between the ranks of Sergeant and Lieutenant. For Fiscal Years 2022 and 2023, wage increases will be established through negotiations.
- An internal employee promoted to the rank of Lieutenant shall be brought to the minimum of the pay range or receive a salary increase equivalent to five percent (5%) above their existing wage, including any assignment pay, whichever is greater.
- Members assigned to the night shift shall receive a shift differential premium of \$50.00 biweekly for each member on a night shift assignment.

#### Article 21 - Drug Testing

- Administrative changes

#### Article 22 - Pension

- No changes to this article and the previous contract reopener still exists where the City and Union would reopen this article for negotiation if the City's annual required contribution increases ten percent or greater from the amounts in the October 1, 2014 Actuarial Valuation Report or if the unfunded actuarial accrued liability increases to an amount of \$3 million dollars.

#### Article 23 - Duration

- This contract is a three-year term with wage reopeners for Fiscal Year 2022 and 2023. Plus, Article 22 Pension has a potential for reopening as outlined in the article.

### **STRATEGIC PLAN CONNECTION:**

Employees - Having a three-year contract in place enables stability in the workplace. The contract provides for a competitive benefits package with competing area agencies and assist in retaining experienced employees.

### **BUDGETARY IMPACT:**

Budgeted

Yes

The budgetary impact for Wages may need to be reevaluated during Fiscal Year 2021 for use of contingency. Budgetary impact for Fiscal Years 2022 and 2023 will be in the proposed budgets for the respective years.

**PREVIOUS ACTION:**

At a Regular City Council Meeting on April 24, 2018, Council approved a three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) Lieutenants for the contract term of October 1, 2017 through September 30, 2020.

**RECOMMENDED MOTION:**

Approve the three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (PBA) Lieutenants for the contract term of October 1, 2020 through September 30, 2023.