



Legislation Text

File #: 21-627, Version: 1

CITY COUNCIL AGENDA ITEM

Memo Date: September 13, 2021
Agenda Date: September 28, 2021
Prepared By: Tammy B. Gemmati, Administrative Services Director
Through: Stockton Whitten, City Manager
Requested Action:

Approve the contract revisions for the three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (CFPBA) Lieutenants for the contract term of October 1, 2020 through September 30, 2023, modifying Article 15 Wages to provide annual wage increases for Fiscal Year 2022.

BACKGROUND:

On August 23, 2020, City Council approved a three-year collective bargaining agreement (CBA) effective October 1, 2020 through September 30, 2023 for the Coastal Florida Police Benevolent Association (PBA) Lieutenants. As part of the CBA, for Fiscal Years 2022 and 2023, wage increases are established through the negotiations process.

Bargaining began in May 2021 and a tentative agreement was reached on September 13, 2021. The negotiation team for the City included: City Manager Stockton Whitten, Administrative Services Director Tammy Gemmati (served as Chief Negotiator), Finance Director Rebecca Bowman, and Police Chief Evander Collier.

The union held a ratification vote for September 13, 2021 with a 4-0 final vote to ratify the wage increases.

- Article 17 - Wages:
 - Effective the first payroll period of Fiscal Year 2022, bargaining unit members will receive a salary increase of seven percent (7%).

For Fiscal Year 2023, the wage article will be reopened to negotiate wage increases.

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, Pending FY 2022 Budget Adoption

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 September 23, 2020, 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, 2020 through September 30, 2023.

RECOMMENDED MOTION:

Approve the contract revisions for the three-year contract between the City of Cocoa and the Coastal Florida Police Benevolent Association (CFPBA) Lieutenants for the contract term of October 1, 2020 through September 30, 2023, modifying Article 15 Wages to provide annual wage increases for Fiscal Year 2022.