

AGREEMENT TO AMEND THE MEMORANDUM OF AGREEMENT FOR SIGN-ON BONUSES

BETWEEN THE CITY OF COCOA AND

THE COSTAL FLORIDA POLICE BENEVOLENT ASSOCIATION, INC. (CFPBA)

This agreement is entered into by and between the City of Cocoa, hereinafter referred to as "City" and the Coastal Florida Police Benevolent Association, Inc. Rank and File, hereinafter referred to as "CFPBA". The city and CFPBA are parties to a Memorandum of Agreement effective October 2, 2025, and have a mutual agreement to amend the agreement as follows:

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the City of Cocoa ("City") and the Coastal Florida Police Benevolent Association, Inc. ("CFPBA"), hereafter collectively (the "parties"). The parties agree as follows:

1. The City shall provide the following Sign-On Bonuses for Police Academy Graduates and/or individuals enrolled in a Police Academy, who have no prior law enforcement experience:
 - a. A one-time bonus of \$2,000 may be paid to such individuals upon their hire by the City as a Police Officer.
 - b. A one-time bonus of \$2,000 may be paid to Police Officers after successful completion of the Police Department's Field Training Program.
2. The City shall provide the following Sign-On Bonuses for newly hired Communications Officers.
 - a. A one-time bonus of \$2,000 shall be paid to newly hired Communications Officers upon reaching the six (6) month Anniversary of their hire date.
 - b. A one-time bonus of \$2,000 shall be paid to newly hired Communications Officers after reaching the one (1) year Anniversary of their hire date.
3. The City shall provide the following one-time Sign-On Bonuses for newly hired Police Officers and Communications Officers who have one or more years of related experience:

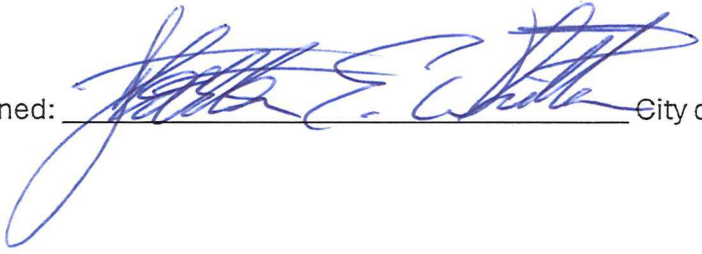
*Experience Level	Sign-On Bonus Upon Hire
1 Full Year	\$3,000.00
2 Full Years	\$4,000.00
3 Full Years	\$6,000.00
4 Full Years	\$8,000.00
5 Full Years	\$10,000.00

**Years of experience must be based upon full-time sworn law enforcement or Communications Officers service, but need not come from a single agency and may be combined from different agencies within the Law Enforcement discipline.*

4. The City and CFPBA agree to meet and confer regarding pay equity.
5. In the event a Police Officer or Communications Officer bonus recipient voluntarily leaves employment with the City of Cocoa within four (4) years of hire date, the employee shall reimburse the City based on the following proration:
 - (a) If the termination date falls within one (1) year of the hire date, the full bonus amount will be repaid to the City.
 - (b) If the termination date falls within one (1) year and one (1) day to two (2) years of the hire date, an amount equal to three-fourths of the full bonus amount will be paid to the City.
 - (c) If the termination date falls within two (2) years and one (1) day to three (3) years of the hire date, an amount equal to one-half of the full bonus amount will be paid to the City.
 - (d) If the termination date falls within three (3) years and one (1) day to four (4) years of the hire date, an amount equal to one-quarter of the full bonus amount will be paid to the City.
6. The City has the right to sunset this Agreement at any time. Bonus payments are based on budgetary appropriations and Council budget adoption. The parties agree that these bonuses and experience-based pay shall only be provided to Police Officers and Communications Officers who are hired after the date of the parties' signatures below.

Mutually agreed to on October 2, 2025.

Signed:  W. M. Cox CFPBA

Signed:  Keith E. White City of Cocoa