



## Coastal Florida Police Benevolent Association

810 Fentress Court, Suite 150 • Daytona Beach, Florida 32117  
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April 7, 2022

Jim Sexton, Human Resources Director  
City of Daytona Beach  
301 S. Ridgewood Ave.  
Daytona Beach, FL 32114

Dear Jim,

As I am sure you are aware, last month Mayor Henry and the City Commission tasked the City Manager with developing a plan that would recruit and retain Officers at the Daytona Beach Police Department within 90 days. Clearly the PBA stands in support of this noble cause, as we join with the Mayor in our concern about the vacancies in the agency and inability to fill them.

Just this week, Flagler Sheriff Rick Staly has adopted a wage package that brings his starting pay to \$22.53 per hour and offers additional pay for those with prior law enforcement experience. Last year Volusia Sheriff Mike Chitwood made his starting pay \$22 per hour with an aggressive plan that brings his Deputies to top-out pay within 15 years. Brevard Sheriff Wayne Ivey last month signed off on 15% in raises across the board over the next two years which will see his department pay start at \$25.51 in February of 2024.

When you consider the call volume, the intensity of calls handled and the risks faced in DBPD compared to these other fine agencies, it's clear our previous work together in recent contracts, which at 7% a year for the last four years did seem significant at the time, is rapidly falling behind in this inflated world we now live in and making the Chief's job and the Training Unit's job almost impossible. I ask my members all the time why they leave or consider leaving. The responses I routinely get have an emphasis on pay earned for the work performed. Simply put: these men and women have determined, correctly, that they can earn the same (or more) money working at a lower-intensity level in other agencies with a lower threat to both their physical and mental health. Just last week we had two more Officers shot at, and thankfully not injured. Even still, that type of event highlights the danger of this job, as there are just too many other safer and more financially-beneficial opportunities out there for them.

With that, I am offering these potential solutions that I and my team feel will make us more competitive for potential hires, while also stopping the hemorrhaging that's been occurring among existing Officers.

- **An immediate \$3 per hour increase to both starting pay and all existing full-time sworn members of the department. This will bring starting pay to \$23.58 at this time, then over \$24 an hour this October when the agreed-upon 3% takes effect. This alone will again make us the leader in Volusia County. It would also place us near the top in the Central Florida region with agencies like Orlando and Orange County, where the department actively competes for new hires, and to whom we have lost several existing Officers in recent years.**

(continued)



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- **A return to a previously used experience pay in which all officers hired with outside experience see a pay raise above minimum pay for that experience. Our suggestion, for the sake of simplicity: 5% for anyone with more than 2 years prior experience and 10% for anyone with more than 5 years. To be consistent and fair, we would suggest that this also needs to be extended to any existing personnel who were hired without an incentive pay for prior experience.**
- **The city should follow the lead of many other agencies, the Volusia Sheriff among them, and pay all new hires while attending an academy, should they sign a commitment to work at DBPD.**

While recruiting and retaining law enforcement in 2022 America has its challenges, I and my PBA team do believe these changes, combined with a marketing effort and public relations blitz, will most certainly have a positive effect on both our retention rate and ability to attract new Officers.

I thank you for your consideration of these ideas and am eager to help with these or other possible solutions to this ongoing and dire situation the department finds itself in.

Best regards,

Mike Scudiero, Executive Director,  
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