



Coastal Florida Police Benevolent Association

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OVERTIME STAFFING

VOTE NOTICE:

WHEN: 1/31/23 & 2/1/23 (Tuesday & Wednesday)

TIME: 3:30pm - 6:30pm

WHERE: Valor Briefing Room

After meeting with your PBA reps, the administration has proposed an alternative to the current procedure for mandating staffing during annual special events. The proposal would temporarily alter the contract article to allow each Officer and Sergeant to bid by seniority for their preferred special event overtime. Please read the attached proposal and note the only changes are what you see underlined and ~~stricken through~~.

A vote of "YES" by you indicates you would prefer this system to the current system, which relies on reverse seniority to fill all mandated overtime during special events.

A vote of "NO" by you indicates you would prefer to keep the procedure as it exists in the contract, thereby by relying on reverse seniority to fill all slots.

ALL DBPD Officers & Sergeants who are in not in the Professional Standards, Administrative, or Training Divisions are eligible to vote on this contract.

Questions? Call Mike Scudiero at the CFPBA Office at 386-304-2393.

ATTACHMENT A

Guidelines for Special Events Overtime

Insofar as practical, overtime for recurring special events (i.e., events which historically have occurred annually) will be scheduled as follows:

1. The Department, through the Commanding Officer in charge of coordinating the particular recurring special event, will establish and identify the estimated number of (slots) and type (rank and/or specialty assignments) of personnel needed to work overtime and will post a memorandum reflecting this information at least forty-five (45) days in advance of the commencement of the event.
2. Bargaining unit employees desiring to work the overtime assignments posted pursuant to paragraph 1 above must sign up for the particular slots they wish to work no later than thirty (30) days in advance of the special event. (The deadline date for signups will be on the memorandum issued by the Department). In so doing, the employee shall print and sign his/her name and indicate his/her seniority date (i.e., date of City hire for police officers and date of appointment to rank for sergeants). Request may be made in writing by memorandum or e-mail.
3. No later than twenty-one (21) days prior to the commencement of the recurring special event, the Department shall post the overtime assignments. Overtime assignments (slots) shall be filled in the following manner:
 - A. First, those employees who sign up pursuant to paragraph 2 above shall be assigned an overtime slot in accordance with their applicable seniority (highest seniority first).
 - B. Overtime slots, which are not filled pursuant to paragraph A above, will be filled by the Department mandating qualified personnel ~~in inverse seniority (i.e., the most junior qualified employee first)~~ until all slots are filled as follows:

All full-time sworn police officers and police sergeants will bid for no less than two specific special events that require a mandate based on previous years. Bidding will begin with the most senior sergeant and the most senior officer and continue down to the least senior sergeant and least senior officer.

Special Events identified under Amendment A shall include the following:

Bike Week
Truck Meet
February/August Races
Trucktoberfest
Clash (Triathlon)
New Year's Eve

Orange Crush
July 4th
BCU Homecoming Parade/Game
Biketoberfest
Christmas Parade

All special events that require mandates are listed above. Due to the normal staffing changes that occur in October, the aforementioned bidding process will be from October through September.

These mandated special events will remain in effect until it is determined by the Chief of Police that staffing is sufficient to handle the events without mandates.

Any unforeseen event requiring additional staffing, not listed above, will be filled based on inverse seniority.

4. The parties recognize that there is a pool of employees who are qualified to perform general police work (e.g., traffic direction); notwithstanding that some of such employees are presently serving in staff functions or specialized assignments. An objective of these guidelines, therefore, is to provide qualified personnel presently assigned to staff functions or specialized assignments with a greater opportunity to perform general police work on an overtime basis. Additional objectives are to equitably distribute special events overtime and attempt to reduce the number of employees who must be mandated to work such overtime.

5. Employees given overtime assignments pursuant to paragraph 3 above are expected to fulfill such assignments in a timely manner. Failure to do so could result in loss of ability to work overtime in the future and/or disciplinary action. The same City/Departmental policies applicable to absence from any regular (non-special event overtime) assignment shall also apply to the overtime assignments hereunder. Should an employee desire to be released from an overtime assignment hereunder (either before or during such assignment), he/she may be so released, with the approval of the Commanding Officer in charge of the overtime scheduling, if he/she provides a qualified substitute employee to perform the assigned overtime work.

6. The Department shall have the exclusive discretion to estimate the number, type/rank and/or specialty assignment location, and time of available overtime slots. Further, the Department may temporarily suspend the utilization of these guidelines where staffing changes (increases or decreases) or redeployment is required to deal with an emergency situation.

7. Nothing herein shall exclude eligible full-time police officers from filling overtime positions in police sub-station operations, provided conditions are met in the selection process as set forth in paragraphs 1-3 above.