



## Coastal Florida Police Benevolent Association

810 Fentress Court, Suite 150 • Daytona Beach, Florida 32117  
(386) 304-2393 • 1-800-625-5451 • Fax: (386) 788-2126

### DBPD and CFPBA Since October of 2015

- ✓ Every Officer and Sergeant employed prior to October of 2015 has seen a MINIMUM of 28% in pay raises through the multiple PBA contracts.
- ✓ Some officers, based on their hire date have seen as much as 36% increase during that same time period. This has repaired years of a negotiating failure to secure the needed raises for the agency. Several members of the alternate union are trying to convince you to switch back.
- ✓ PBA successfully negotiated for 5% salary stipend creations for the Traffic Unit and School Resource Officers.
- ✓ PBA successfully negotiated for weekly pay stipends created for CST, Training and Code Enforcement.
- ✓ PBA successfully negotiated for increases of weekly pay stipends for SWAT, Meth lab teams.
- ✓ PBA successfully negotiated for FTO hourly pay increase to \$1.50 per hour.
- ✓ PBA successfully for Outside Detail pay increase of \$5 per hour.
- ✓ PBA negotiated with the administration to create one-hour per day comp bank for SRO's.
- ✓ PBA is 2-0 in arbitration cases resulting in jobs saved. Total cost of these cases, not including full-time staff attorney salary: \$14,500.
- ✓ PBA has successfully negotiated the reduction of discipline of multiple officers in lieu of terminations.
- ✓ PBA has worked for and reduced the proposed discipline for over 50 officers and sergeants, while representing members in over 120 investigative interviews.

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***Protecting The Protectors***



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- ✓ PBA has provided on-site legal counsel for 12 officers and sergeants during critical incidents. (No discipline or charges were filed in ANY of these cases!)  
Total critical incident cost: \$11,000.
- ✓ PBA has prevented the altering of or rotation of patrol shifts.
- ✓ PBA successfully negotiated for the deletion of the 16-hour work limit that was being arbitrarily enforced by a lieutenant from a competing alternate union.
- ✓ PBA successfully negotiated for countywide take-home cars while grandfathering in existing Flagler county residents with cars.
- ✓ PBA successfully negotiated for increase to a maximum of 80 hours of annual personal leave cash-out, instead of 40.
- ✓ PBA has worked with administration to significantly loosen the department facial hair policy.
- ✓ PBA has worked with administration to allow members the flexibility to dock axons from home at their choosing.
- ✓ PBA Staff and Attorneys are available for discussion of any issues whether they are past, present or future, including non-duty related matters.
- ✓ PBA chooses to give back financially by buying shift lunch/Dinners and assisting with retirement parties.
- ✓ PBA has successfully assisted numerous members with disability claims and worked with highly-regarded attorneys on workers comp and retirement cases.
- ✓ PBA has helped raise thousands of charitable dollars for multiple DBPD officers involved in life-altering events.

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