



Coastal Florida Police Benevolent Association

810 Kentross Court, Suite 150 • Daytona Beach, Florida 32117
(386) 304-3393 • 1-800-026-6451 • Fax: (386) 788-2126

CONTRACT VOTE NOTICE:

WHEN: 9/9/25 & 9/10/25 (Tuesday & Wednesday)

TIME: 4:00pm - 6:30pm

WHERE: Valor Briefing Room

Negotiations occurred between April and September of 2025 for your new contract, to take effect 10/1/25 and lasting through 9/30/27. Please see all proposed changes as noted where you see underlined and ~~stricken through~~ language only. Note that, as presented on 9/4/25 by the City, this is their best, last, and final offer.

A vote of "YES" by you indicates you choose to accept all the terms of the attached as a package offer (like years past in prior contract votes).

A vote of "NO" by you indicates you choose to reject all the terms of the attached package offer, which will likely place the union at an impasse with the City.

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 386-212-3957.

City Proposal – September 4, 2025

- Article 30 – Wages: 3% Oct 2025 (min./max increases by 3%); 4% April 2026 (min./max. increases 2%) – employees at cap get 1% lump sum; 3% October 2026 (min./max increases by 3%); and 4% April 2027 (min./max. increases 2%) – employees at cap get 1% lump sum.
- Article 35 – change date
- Article 36 – change dates
- Pension – Year 1 - Implement 8-Year DROP and cease the MissionSquare 401 plan for capped employees and place employees (that are not in the DROP) back in the pension plan. Year 2 - Eliminate hard cap (\$5,500 per month) and reduce 90% cap to 75% cap in year-two. Use all Chapter 185 IPTR to pay for the enhancements and use any remaining money to offset the City's annual contribution.
- Outside detail rates – Officer Pay: \$45 (city sponsored event); \$65; \$75 bars/clubs/lounges; and \$85 during event for bars/clubs/lounges anywhere in the City (not limited to Tourist Zone). City will charge additional \$5 per hour for administration.

9/4/25

* with Sgt. Adj.

Agreement

by and between

**The City of Daytona Beach,
Volusia County, Florida**

and the

**Coastal Florida PBA
(POLICE SERGEANTS AND OFFICERS)**

October 1, 20235 – September 30, 20257

*TA'd
Management
Union*

ARTICLE XXX - WAGES

30.1 The minimum and maximums of pay ranges for Fiscal Year ~~2023-2024~~ ~~2025-2026~~ and Fiscal Year ~~2024-2025~~ ~~2026-2027~~ shall be:

<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
<u>Police Officer</u>		
FY-2023-2024 <u>October 5, 2025</u>	\$52,053.52 <u>55,223.57</u>	\$81,314.70 <u>86,266.74</u>
FY-2024-2025 <u>April 5, 2026</u>	\$53,615.12 <u>56,328.04</u>	\$83,754.14 <u>87,992.07</u>
<u>October 4, 2026</u>	<u>\$58,017.88</u>	<u>\$90,631.83</u>
<u>April 4, 2027</u>	<u>\$59,178.23</u>	<u>\$92,444.46</u>
<u>Police Sergeant</u>		
FY-2023-2024 <u>October 5, 2025</u>	\$63,879.57 <u>75,295.38</u>	\$96,020.88 <u>101,868.54</u>
FY-2024-2025 <u>April 5, 2026</u>	\$65,795.95 <u>86,110.54</u>	\$98,901.50 <u>103,905.92</u>
<u>October 4, 2026</u>	<u>\$88,693.90</u>	<u>\$107,023.10</u>
<u>April 4, 2027</u>	<u>\$90,467.72</u>	<u>\$109,163.56</u>

30.2 There shall be a wage increase for ~~2023-2024~~ ~~2025-2026~~ and Fiscal Year ~~2024-2025~~ ~~2026-2027~~ as follows:

- ~~October 51, 20253~~ - 3% across the board. The minimum and maximum of each range shall increase 3% as shown above.
- ~~April 57, 20246~~ - ~~42%~~ increase for all active employees. The minimum and maximum of each range will ~~not increase by 2%~~. Employees at the maximum range will be eligible to receive a lump sum payment of ~~21%~~. For applicable employees, the base salary will be increased to the maximum of the range and the employee will receive the difference of that amount and ~~21%~~ in a lump sum payment.
- ~~October 46, 20246~~ - 3% across the board. The minimum and maximum of each range shall increase 3% as shown above.
- ~~April 46, 20257~~ - ~~42%~~ increase for all active employees. The minimum and maximum of each range will ~~not increase by 2%~~. Employees at the maximum range will be eligible to receive a lump sum payment of ~~21%~~. For applicable employees, the base salary will be increased to the maximum of the range and the employee will receive the difference of that amount and ~~21%~~ in a lump sum payment.

30.3 Wage increases (if any) for Fiscal Year ~~20275~~ - ~~20286~~ (and thereafter) shall be established through negotiations and, if necessary, the impasse resolution procedures under the Florida Public Employees Relations Act.

ARTICLE XXXV - LIMITATION ON OPENING NEGOTIATIONS

35.1 This Agreement contains the entire agreement of the parties on all matters relative to wages, hours, working conditions and all other matters, which have been, or could have been negotiated by and between the parties prior to the execution of this Agreement. Neither party shall be permitted to reopen or renegotiate this Agreement, or any part of this Agreement, for the period from its effective date through and including September 30, 2025~~7~~.

ARTICLE XXXVI - DURATION OF AGREEMENT

This Agreement shall be effective upon approval and execution of the parties and shall remain in full force and effect until and including September 30, 2025~~7~~. Any future wage increases shall be based solely on negotiations between the parties and implementation of a new collective bargaining agreement for FY 2027-2028 ~~2025-2026~~ (and subsequent fiscal years), and, where required, the statutory impasse resolution process.

IN WITNESS THEREOF, the parties attach their hands and seals the below-written dates:

CITY OF DAYTONA BEACH

COASTAL FLORIDA PBA

By: _____
Derrick L. Henry, Mayor

By: _____
Mike Scudiero
Coastal Florida PBA Business Agent

Attest:

Attest:

Letitia LaMagna, City Clerk

Coastal Florida PBA Representative

Date:

Date:

**CITY PACKAGE PROPOSAL – September 4, 2025
PENSION REVISION**

Coastal Florida PBA Contract – October 1, 2025 – September 30, 2027

For Fiscal Year 2025-2026, and the duration of this Agreement, all terms, conditions, definitions, and benefits of the Police and Fire Pension Plan that are applicable to the bargaining unit employees covered under this Agreement are set forth in the City of Daytona Beach's City Charter, Subpart D, as most recently amended and implemented by the City Commission, except as modified below:

- I. Year 1 - Extend DROP to 96-months (currently 60-months). End/close MissionSquare 401(A) for capped employees. Capped employees (not in DROP) go back to paying the full contribution to the pension plan.
- II. Year 2 - Eliminate \$5,500 cap; reduce 90% cap to 75% cap. Employees that are currently active, or in the DROP, will have their benefit recalculated from the time they hit the previous hard dollar cap until the time they entered the DROP. Ordinance to follow in September 2026.
- III. The parties mutually agree to use any excess IPTR to offset the City's required annual pension contribution as established by the Plan's actuary.