

## DBPD Negotiations Update – 8/21/25

Thank you to everyone for your help and participation with our negotiations this summer. As many have seen on the livestreams and through squad discussions, etc, we have been slowly inching the ball down the field and I believe we are within a couple of weeks of finishing things, hopefully with some really big improvements for you all. As you know, your reps have been crunching numbers and I have met with the city manager (twice), the chief, the HR director, and most importantly, multiple city commissioners. I've spent probably 2 hours on the phone with that same group today alone. What does all this mean?

Simply put, we have a 14.75% raise on the table, an 8-year DROP, and at a minimum, a \$10/hour detail pay increase. Now, let's talk about the elephant in the room, your pension. My discussions today have led me to feel we have a real shot to get the \$5,500 monthly hard cap on your pension changed. If this happens this could be extremely significant for you all. Now, it's not a done deal, but it's definitely in play. So with that said, the city has canceled our negotiation for tomorrow. Which ordinarily would be a negative thing, but not in this case. I am assured there will be another executive session (fancy term for a non-public meeting among the 7 commissioners, the manager, and the HR director). They had one last night, and had consensus been formed (good or bad) we would know where we stand tomorrow. They did not reach consensus, but again, let me emphasize the positive here: the reason they didn't reach consensus is because they are taking seriously at least some of the pension changes that both us and the firefighters have paid to have studied, primarily the removal or change to the hard cap. If it means we wait two more weeks to bring you a contract proposal that achieves positive pension changes, I think it will be two weeks of patience rewarded.

Look for another update as soon as we have confirmed when their meeting will be, which will dictate when our next negotiation meeting will be. At this point I believe we will be back to the table to discuss any new changes sometime around September 4-5. That would keep us on track to vote on a contract sometime in the weeks that follow (assuming we can get to a deal that works) and keep your raises on track to begin on schedule on 10/1.

So thank you again for your understanding as we keep working for you. Any questions, please send me a text at 386-212-3957.

Best,

Mike Scudiero  
CFPBA Executive Director