



Coastal Florida Police Benevolent Association

810 Fentress Court, Suite 150 • Daytona Beach, Florida 32117
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Recently you may have seen a letter from the alternate union asking “where was the PBA” as it related to the city commission’s decision to create a Citizens Review Board for certain police department investigations. As usual, the sheet distributed by them was long on nonsense and short on facts, while completely void of any actual useful information to you, the DBPD officers and sergeants.

For starters, the PBA most certainly WAS deeply involved in this, dating back almost a year when the idea was first brought up. Immediately, staff was on the phone with the chief, the deputy chief (now chief) and city commissioners to ensure this board did not become a runaway train like some other cities in the country have experienced. The PBA worked closely with these people to make the board nothing more than a “review” board. They have no oversight, they have no power. The contract in place that protects your job and rights is still 100% in effect and does not get overridden by this board.

The alternate union loves stoking the fire and trying to convince you of otherwise, but the facts don’t back that up. This board ONLY reviews cases AFTER they’re over and discipline (where applicable) has been decided by the chief. The board DOES NOT EVEN GET TO MAKE A DISCIPLINE RECOMMENDATION! To be candid, this board really only makes more work for the IA department, as it will force them to re-hash every case before the board that stems from use-of-force or criminal complaints. It will be a dog-and-pony show in which the IA Sergeant has to stand before the board and explain why and how he/she conducted their investigation. Once that’s over, the board renders its opinion on whether the outcome was fair. That’s it, and that’s all. And if the chief disagrees with the board, guess whose opinion is the only one that matters in the end? The chief!

In reality, these boards have become trendy over the years and some of them are dangerous, particularly in agencies that don’t have a collective bargaining agreement. That is not the case here, and the alternate union SHOULD know that, yet they continue to try and scare you by suggesting your career could somehow be jeopardized by this board. Wrong, wrong, wrong.

Lastly, another of the alternate union’s silly claims is that we don’t “impact bargain” like they do. Frankly, I’m not sure they actually understand the definition of the term. Policies change all the time, and yes, I read EVERY ONE OF THEM before they are put out. 95% of them are either technical or do not affect your terms and conditions of employment. Those words right there: terms and conditions of employment, are all that is required to be negotiated, either in normal contract negotiations, or in what the law recognizes as “impact bargaining”. Sadly, the other guys would have you believe we should be holding formal meetings and negotiating over what type of breath mints the chief has on his desk. (For those of you that have been around a while, you might note that this is exactly how the old Teamsters regime did things. That was a failed model for your agency, same as the new alternate union would be.) The PBA was very active in

Protecting The Protectors



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working to keep this board worded strictly so as not to effect YOU. That's a fact, and to suggest otherwise is irresponsible on their part. (For the record, we also meet, as needed, on other policy matters when they are, in fact, in need of impact bargaining. Fortunately, we have successfully worked on changes to things like the Axon policy, without the need for a formal bargaining session).

As always, should you have ANY question on this, I'm always available to you. You are also welcome to speak to our General Counsel on this, as he was involved in some of those conversations as well, all to make sure we were properly serving you, the member.

Thank you again for your continued membership, and be safe out there this week.

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