



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

Labor-Management Meeting Notes – 12/14/20

In years gone by, it was a once-common and since abandoned practice to have quarterly meetings between the Chief and the Bargaining Unit representatives at DBPD. With the new Chief in place, he has sought to return to that practice and today marked the first such meeting many years, which is something the Coastal Florida PBA greatly appreciates, as it helps facilitate proactive communication between the admin and the members and gives everyone an opportunity to maintain a dialogue on workplace issues.

Chief Young, along with PBA Vice President Aaron Paro, Membership Representatives Ryan Forrest and Shawn Shulenberg, PBA Executive Director Mike Scudiero and PBA General Counsel Greg Forhan were all in attendance. The meeting lasted one hour and the following topics were discussed:

- The need for new vehicles in 2021 to reflect the growth in the agency and need to keep up with an aging fleet. The Chief is actively discussing ways to bring new Ford Explorers to the fleet early next year. Currently there are none in the budget.
- Uniforms. Many within the agency have voiced a desire to see uniform updates. Two areas that were discussed in particular include outer vests and side pocket pants. Both will be examined more in the months ahead for possible use. The prospect of a "Uniform Committee" was also discussed in the event other ideas are brought up.
- The use of reverse seniority to fill mandated overtime was covered, especially after (by all accounts) it was used successfully and properly this month for the Triathlon event. The discussion was on the desire to see that continue to be used for as many events as possible going forward, and also to develop a list of volunteers willing to work in last-minute-type of cases/events/incidents.
- The Chief is looking at ways to increase citizen contact to possibly include more proactive park and walks, thought this and some other concepts may have to wait for COVID to cease.
- Also on that note, the Chief made it clear while the COVID vaccine will begin arriving soon for agency employees, it will be a voluntary choice for each of you as to whether you want to take the vaccine.

Protecting The Protectors



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- One of the reps suggested more effort/communication be made to better use the Business Trespass Initiative. The thinking is that many business owners are not fully aware of the benefits of this and that newer officers also may not be utilizing it. Look for more communication on this going forward at some point.
- Lastly, it wouldn't be a meeting between a union and management if pay didn't come up in some way. Although negotiations won't begin until sometime this spring on your next contract, in light of the \$15-an-hour minimum wage passing on the November ballot, there was a discussion about the need to remain competitive in the years ahead as the minimum wage steadily rises in Florida. The Chief is in 100% agreement with that and has been looking at data to help demonstrate how much all of you work and often run call-to-call in the most stressful and hazardous situations anywhere in the county. Again, although the Chief cannot directly fund any raises outside of our negotiation process with the city, he assured us he is engaged on this and will be an advocate for pay increases. Note: everyone working here today still has one last round of guaranteed pay raises coming the first week in April, when all bargaining unit members will receive an across-the-board 4% raise. Raises that will take effect in October of 2021 and beyond will be subject to negotiation when we are at the bargaining table sometime this coming April/May.
- The next Labor/Management meeting is likely to be scheduled for February or March.

Thank you all for reading and for your continued membership with the PBA. As always, please feel free to reach out to me directly at 386-212-3957 if I can help with anything. You should also feel free to utilize your membership reps with ideas, questions, concerns, etc. We are all here to help.

Best regards,

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