



Coastal Florida Police Benevolent Association

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Round 1 of this year's contract negotiations is in the books. We had close to two hours of face time with the city today and laid out our arguments for a variety of contract requests. Please note: the list you see here is in contract article order, not order of importance. Proud to share that our entire team was present: me, general counsel Greg Forhan, all four of your elected reps (Gregg Florio, Sterling Martin, Joe Roces, Shawn Shulenberg) and your PBA Vice President (Ryan Forrest).

The city is going to review our requests and following the July 1 reveal of property values for this year, be in a position to start talking turkey with us early next month. By all accounts today was encouraging, in that it gave us the chance to plead our case for better wages and benefits to help combat recruitment and retention challenges. We still have plenty of work to do, but today was an important step in the right direction.

I will be visiting squads next week after the truck event to answer questions and go over some of the finer points from today's session, as well as to discuss the next steps and what work remains. In the meantime, as always, with any questions, please reach out to me or your reps directly.

- Mike Scudiero, PBA Executive Director

Contract matters – 2021 DBPD negotiations

- **15.2:** Phone stipend for all sworn
- **18.2/20.5:** Details covered by patrol shift when court OT arises.
- **19.2:** 7 years for sergeant promotion instead of the 5/10 angle, and just give bonus points for degrees (2 year, 4 year)
- **21.3:** Increase stipend for on-call THI's to \$100/week.
- **21-new language:** On-call pay for Volusia ERT team
- **26.1:** Free employee health insurance
- **30.2:** Wages for all – start at 10/10/10, broken out to 5/5, 5/5, 5/5
- **30.2:** Outside experience pay (like was done prior to 2012) 5% for a minimum of 2 and up to 5 years prior LEO experience; 10% for more than 5 years of experience, including all employees hired or rehired since 2012.
- **30.2:** Longevity pay: each employee reaching 3, 5, 7, 10 and 12 years of service shall receive a 5% increase in pay on their hire date anniversary
- **31-new language:** 5% for CST, Training
- **31.3:** Keeping portion of CID stipend upon leaving the role based on experience in unit
- **33.3:** Cars for limited, definable personal use
- **34.1:** Bidding for district in addition to or in place of day/night?
- **Pension MOU:** 20-year retirement for all
- **Pension MOU:** 2% cola returns for all