



**EDGEWOOD CBA NEGOTIATION
MEETING #3**

City Hall – Council Chamber
405 Bagshaw Way, Edgewood, Florida
Monday, May 04, 2026 at 10:30 AM

DRAFT MINUTES

Please note these are not verbatim notes. A recording of the meeting will be provided upon request. The following are highlights of the meeting.

The meeting was called to order at 10:30 am.

Mayor/Staff Attendees:

John Dowless, Mayor
Dean DeSchryver, Police Chief
Sandra Riffle, City Clerk
Drew Smith, City Attorney

Union Representation:

Nick Marolda, PBA
Jeff Stull, PBA
George Corwine, PBA
Christopher Mead, Police Corporal
Abe Class, Police Officer

Key Discussion Highlights

1. Financial Discrepancies & Budget Realities

- Mayor Dowless anchored the City's financial position by outlining what Edgewood can realistically afford, explicitly setting boundaries on the union's requested salary increases.
- Chief DeSchryver clarified that his financial figures total \$380,000 for salaries, taxes, and Florida Retirement System (FRS) costs, rising to \$430,000 when accounting for non-pay items.
- Mayor Dowless cautioned that a requested \$400,000 increase is unrealistic and indicated the City would likely need to dip into reserves to fund current proposals. The City maintains that while call volume is vastly lower than agencies like the Orlando Police Department (OPD), total compensation remains competitive.

2. Wage Restructuring & Step Plan Debate

- Attorney Smith defended the restructuring of the pay scale, framing it as a necessary strategy to address immediate hiring needs.

- **The Restructuring:** The City proposed front-loading the step plan—converting the old Step 4 into the new Step 1 (\$57,263 base)—to aggressively target new hire recruitment.
- **Union Counter-argument:** Mr. Corwine (PBA) voiced concerns that compressing the band from 60% to 50% penalizes veteran officers, making their upward mobility slower than new hires. Furthermore, a misalignment in the scales illustrates that a sergeant could self-demote for a better pay raise.
- **The Push for Competitiveness:** Mr. Marolda (PBA) warned of a breaking point, stating three officers are currently looking to leave, at least partly, due to uncompetitive pay compared to nearby agencies like Belle Isle (which currently starts at \$64,799). The PBA requested a starting base of \$62,500, scaling to \$67,500 over three years.

3. Career Development Plan vs. Longevity Pay

- **The Conflict:** Chief DeSchryver confirmed that traditional longevity pay has been phased out for sworn personnel. In its place, the City is advocating for a Career Development Plan where officers can earn up to \$1,500 through a point system.
- **The Response:** The PBA noted that officers are frustrated by perceived “nitpicking” from the City. Instead of the career development they would prefer those funds be funneled directly into the standard salary spreadsheet.
- **Economic Compromise:** Attorney Smith noted that while an 8% raise might not feel like enough to the union this year, the market is not apples-to-apples, as Edgewood is not Orange County. To bridge the gap, Attorney Smith suggested exploring a one-time retention bonus to recognize current economic conditions without locking the City into unsustainable long-term fixed deficits.
- Mayor Dowless reminded the bargaining unit that during the last negotiations, some personnel received 20% to 30% increases because salaries were previously not tied to a unified system.

4. Operational & Policy Adjustments

- **Promotions (Article 22):** It was agreed that officers on probation cannot sit for promotional exams. Furthermore, the promotional board composition will lean on Subject Matter Experts (SMEs) with an objective grading sheet, avoiding political entanglements, and shifting elected officials to a review/audit capacity.
- **Equipment & Uniforms:** The City agreed to simplify equipment allowances by strictly adhering to internal policy lists. Uniform replacement schedules will shift to a 3-year/1-year/1-year cycle to mitigate ordering and delivery delays.
- **Ammunition (Article 5):** To encourage ongoing firearms proficiency, the City agreed to supply 100 training rounds per month, streamlined to match issued handguns to eliminate complex ammo combinations.

- Both parties officially signed off on the following articles during this session:
 - **Article 5** – Safety and Health (Includes 100 training rounds/month)
 - **Article 8** – Seniority
 - **Article 14** – Personal Leave (Reverted to original proposed hours)
 - **Article 22** – Promotions (Establishes minimum 5 years of service for Sergeant eligibility)
 - **Article 39** – Acting Ranks (Clarifies language regarding acting supervisors when a sergeant is unavailable)

Preparing for Meeting #4

- Attorney Smith acknowledged that both sides were inching toward the middle and a compromise. He suggested a one-time retention bonus as a compromise to address officers' immediate cost-of-living concerns without permanently locking the City into a structural deficit.
- Next Session: The teams will reconvene with updated spreadsheets on May 29, 2026, from 10:00 AM to 2:00 PM.

C. ADJOURNMENT

The meeting was adjourned at 4:01 pm.

Sandra Riffle, City Clerk

Date