



# EDGEWOOD PD CBA NEGOTIATIONS

City Hall – Council Chamber  
405 Bagshaw Way, Edgewood, Florida  
Tuesday, July 11, 2023 at 2:00 PM

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## MEETING NOTES

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### A. CALL TO ORDER

George Corwine called the meeting to order at 1:00 pm.

#### **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  
Christopher Meade, EPD  
Abe Class, EPD

#### **Also Attending**

Miguel Garcia, EPD  
Adam Lafan, EPD  
Chris Camerer, EPD

### B. NEGOTIATION MEETING

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

**The following are highlights of the meeting.**

George Corwine called the meeting to order at 1:00 pm to discuss the contract from 2026 – 2029.

Introductions were made to each other at the table, including Union representatives, Mayor Dowless, and Edgewood staff members

- Preamble - no changes
  - Mr. Corwine said they have no intention to change the preamble, recognition, non-discrimination, management rights, employee disciplinary procedures, residency requirements, bulletin boards, seniority, layoff, and recall, work week and work shift, overtime, extra time provisions, legal procedures, job-connected disability, publication of agreement, legal absence, pension, educational incentive, promotions, voting, grievance procedure, arbitration, physical examination and workers comp benefits, general provisions, no strike, work stoppages, or slowdowns, entire agreement, dues deductions, indemnification, union business, severability, holidays, bereavement leave, notification of change of policies, employment representation and PBA activities, personal records, and labor management committee.

- Mr. Corwine said the requested changes from the union will be from Articles 5, 9, 14, 18, 21, 39, and 41, and the index.
- **Article 5 – Safety and Health**
  - Section 5.5 - Proposed change is that an employee would be issued 200 rounds per month versus 200 rounds per quarter.
  - Officer Meade said officers want to become proficient with the new weapons and would like to get rounds per month rather than per quarter. 4 out of 12 officers have those rounds.
  - Mayor Dowless pointed out that is a higher cost
- **Article 14 – Personal Leave** - The previous five-tier system based on specific anniversaries is proposed to be replaced by a four-tier schedule based on broader years of service.
  - **0–4.99 Years:** Increases from 5 hours to **8 hours** per pay period.
  - **5.00–9.99 Years:** Increases from 7 hours to **10 hours** per pay period.
  - **10.00–14.99 Years:** Increases from 9 hours to **12 hours** per pay period.
  - **15.00+ Years:** Increases from 10 or 12 hours to **14 hours** per pay period.
  - Section 14.4 – Proposes to change the maximum accrued personal leave to unlimited from 860 hours.
  - Section 14.5 - Proposed change is that employees leaving the employment of the City shall be paid for all accrued, but unused, Personal Leave up to a maximum of 440 hours, replacing 300 personal hours.
- **Article 18 - Insurance**
  - Section 18.1 – Proposes that the City will offer at least one tier of coverage with an employee per month at no cost to the employee, instead of a monthly payment of \$50.00.
  - Section 18.3 – Proposes that the City will now offer employees term life insurance options valued at one, two, or three times the employee's base salary, with a maximum employee-paid premium of 25% of the monthly premium.
  - Comment: Many places offer three times the salary. Some cities pay 75% of the premium.
- **Article 21- Equipment Issue and Clothing Allowance**
  - Proposed to strike out Sections 21.1(i) through (xxxviii)
  - Add new sections (i.) through lxv)
  - Officer Meade said officers get five new uniforms in their first year, after that, they get three sets. Some officers have asked for more replacements as some look bad. The list is reorganized to help officers find what they need, including new training uniforms. Lines 124 through 135 show the proposed replacement schedule.

Chief DeSchryver expressed concerns about shopping for better prices than using specific manufacturers, such as First Tactical. He said the department stopped automatically issuing five sets of uniforms per year because they are not always needed. He said they have been replaced as necessary. Officer Meade said that by the time they receive approval, they may have to wait four to six months for the uniforms and 120-180 days for vests; an auto-reorder would be more efficient. Mr. Corwine said they would discuss it further.

- Section 21.5 – Proposed updated limits; watches would be covered up to a value of \$500.00 vs. \$100.00. Officer Meade said there have been no claims.
- Section 21.6 - Proposed change would be to change the amount for uniform cleaning and footwear from \$810.00 to \$900.00 per year.

- **Article 39 – Acting Ranks**
  - 39.1 - The proposed Higher Class increase to 20% of the member’s regular base salary (previously 10%). Members would qualify for a pay increase after serving in a higher classification for 12 continuous hours (previously 84 hours).
  
- **Article 41- Duration**
  - Contract dates change from 10/1/23 through 9/30/26 to 10/1/206 through 9/30/2029.
  
- **Article 9 - Wages**
  - Section 9.1 – would implement dates for step placements and offer an experienced new hire credit at the Chief’s discretion.
  - Sections 9.2 and 9.3 would be struck.  
The intent was to create a step plan so that everyone moves forward one step at a time. Officers would advance on their hire anniversary date. Sergeants on their promotion anniversary date.
  - Section 9.4 – no proposed changes.
  - Section 9.5 - The continuous period required to qualify for a pay increase while working in a higher classification would be reduced from 84 hours to 12 hours. The salary bump for these hours would double from 10% to 20% above a member’s regular hourly rate.
  - Section 9.6 Longevity Payment Schedule:  
The annual longevity payments, distributed every November, would be updated for the most senior members:
    - Top Tier Increase: For members with more than 20 years of service, the annual payment increases from \$2,500.00 to \$3,750.00.
    - Other Tiers: Payments for other service levels (starting at 2 years) remain tiered from \$500.00 to \$2,000.00.
  - Section 9.8 adds the words Eighty and eighty-four in front of the existing numbers. No numeric changes.
  - Sections 9.7 and 9.9
    - Specialty Pay: The annual payment for each specialty (such as Field Training Officer or Crisis Intervention) would increase from \$300 to \$500.
    - Specialty Cap: The maximum total specialty pay a member can receive per year would increase from \$900 to \$1,500.
    - Shift Differential: For members on the Midnight Shift (1800 to 0600 hours), the additional hourly compensation increases from \$2.00 to \$3.00 per hour.

Chief DeSchryver said there is no midnight shift, and he gave the sergeants flexibility. Officer Meade responded that the change was requested by the sergeants.

Discussion ensued regarding pay plans. Mr. Corwine said that it was accurate to say that longevity was eliminated last time and only added back at the last minute to benefit one person who is now retired. They are asking for 62,500 Year 1 base pay. Chief said there used to be a percentage multiplier and now they want a dollar amount between steps. Officer Mead said there was a discussion about someone who had been with the department for two years versus 20 years. Mr. Corwine said they are asking for more money early on.

Chief said that sounded like a 30% pay raise, and Mr. Corwine said it is 25%, depending on longevity. The dollar amount is increasing. Officer Meade said they are trying to retain employees. Mr. Corwine confirmed to Chief that there would be two pay raises a year

Chief DeSchryver explained that the department instituted a career development plan that involves training, department experience, and community service. An officer can be first class in 4 years, a senior officer in 8 years, a master in the next 3 years, and then a corporal at 14 years. Mr. Corwine said some agency corporals lack authority. Chief said the corporals have no authority. Only merit pay is more about accomplishments, training, and experience.

Mr. Marolda said the process has to be spelled out to avoid grievances. Mr. Corwine said that is why he asked about supervisory responsibility. Officer Class asked about the plan and how it falls within career development.

Chief DeSchryver discussed the career development plan.

Attorney Smith said articles five and 21 come down to cost. He asked for time for the City to look at the proposed changes and assess the total cost.

PBA and the City agreed that Article 22 would remain status quo, unless something else is raised to trigger a change. Mr. Corwine agreed that one article may affect another.

Mayor Dowless said the City has to take a closer look, as it is budget-related.

Break - off the record from 2:10 pm to 3:09 pm.

- The next meetings were set for April 21 at 1:00 pm and May 6<sup>th</sup> at 1:00 pm.
- Mr. Corwine said he will send files via OneDrive to Clerk Riffle.
- Attorney Smith said Article 19 may come into the conversation as the negotiations may affect the City's status with FRS. Officer Meade said that, under an agreement reached under Chief Bass, the City cannot leave FRS.

### **C. ADJOURNMENT**

The meeting adjourned at 3:21 pm.