

FOP/Pinellas County Schools
Minutes
August 9, 2023
PCS Administration Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Carly Spicer, Dave Richmond, Ken Afienko, Dan Churchill, Officer Dean Humphries, Officer Cal Gordon

Meeting started at 3:01 pm

Ms. Texel starts with welcome and introductions. We would like to thank you for coming and we would like the purpose of our meeting today to settle.

First request from this group was to ask for prior experience to be considered. We were able to look at this, we wanted to confirm, pull resumes and completed the task. We would like to provide an offer with looking at the experience. This cost is approximately \$140,000. Ms. Texel shares a document with the group- capturing everyone in the unit.

In reviewing the employees, it is pointed out the start date and providing 1 letter per 5 years of previous experience. We listed hourly rate and the salary, if we adjusted the 5 levels you will see the new hourly and new annual and the cost to the district. You will also notice there was a previous adjustment back in 18/19 to disperse in the unit. You will also see those that were addressed at the time of hire. The majority in the unit will be a substantial increase, we feel this what you wanted, and we wanted to address.

Mr. Afienko wants to address the pay compression. He asks, is the letter of the level and to look at experience, looking at pay compression.

Ms. Texel provides additional information based on the FOP request to also receive a pay increase, and the district is offering 2.5% which is approximately 55, 000.

Mr. Afienko asks about the guy at the end the bottom would get the pay compression and receive the additional 2.5% on top of this? The answer is yes- the compression would be addressed in the experience credit and the salary increase would be to the paygrade.

Ms. Texel passes out information on EWBS on health insurance. This is the proposal with the employee picking up the increase this year on the employee 20% and the board picking up the increase on the 80% contribution. The board has picked up the increase of the employee percentage for the last three years. When looking at the increase for the employee this year, you will see that the amount for a single employee would be approximately \$20 in health increase cost for the year. The family plan, which is a greater benefit, would be slightly more.

Ms. Texel responds to the FOP request for 10-month officers move to 12- month, at this time we are not accepting this as a financial impact. The request to move the officers, to move to D13 is rejected at this point. A specific ask for Ms. Cross, we did previously increase her a couple a years ago. We are rejecting this. You asked about attending meeting during shift. This is already allowed, we are not going to pay to conduct business outside of work hours. The conversation shifts to the coms center requests. On the bereavement leave, we already provide this leave through our sick leave bank. We do have an opportunity in sick leave bank. Copies have been provided. We routinely review these guidelines. If you have suggestions, we can look at those and sit and talk about sick leave bank. There was an ask about serious illness, we already provide personal and sick leave with the other groups. There is a generous sick and personal leave provided. The shift differential had been asked to go up- we are rejecting this, the items we brought to the group were well compensated.

A question that came up about going into another shift, the district feels the language is adequate and being asked, and we need to make sure that is being followed.

Ms. Dart shares the language is how it is supposed to be provided. She reads from the language. It was implemented differently than what is being said. We did speak with Chief about the scheduling of the shift. Laurie asks about the typical shifts. We are rejecting the shift differential increase request.

Ms. Texel brings up the holiday pay, we heard the number of days. We will stay with the 6 paid holidays, we can work around this number. We can work on specific language for coms team in particular. Laurie Dart shares copies of a proposed write up utilizing the first part is in the contract, Article 20A. The problem Dean articulated, is working on the winter break, we don't want to get in the business of pointing out different religious holidays- we pick days they change every day. Three of our holidays are not designated as religious- the second paragraph guarantees the com shift employees the holiday pay regardless if they worked on the holiday day. Typically, the school police officers do not work. But, the police officers do receive the holiday like the other employees.

Dave Richmond shares how it is reported. If you are off, you get regular pay- if you work you will get the time and half.

Laurie asks how many in their unit, there are 7. The ask was 14 days instead of six. We could not go through the whole list.

The district again stated that we would like to settle all of our units, we would like to be done by October 1. We think the compression and the increase is significant.

Ms. Texel continues with discussion about the hurricanes and emergencies, we understand there needs to be clarifications. As a district we are looking at this as it impacts all groups with hours and pay.

Asked about overtime after time off with the com center. We are going to reject this – this is standard - working and the time off with overtime. Coms would like to match the bus dispatchers D11 to a D13- we are not approving this. The request to change the name of the supervisor, include in the unit to both sides- that was the ask. Her job title is Supervisor, a pay grade D12. This is a supervisory, we are not looking placing this person in the unit as she supervises members in the unit.

Caucus at 3:45 pm

Return from Caucus at 4:07 pm

Dean has comments and a proposal; the concern is not going to the D13- we feel that we should go to that level. They received the 2- level jump. This is pretty much all. We have had many people considering moving there due to the hourly rate- they are looking for the D13. We do part of their job- and they are off on the weekends.

Laurie shared the information she learned about the bus dispatchers. Shannon told Dr. Shedrick, the police dispatchers take over after 6:30 and only if there are less than 10 busses. There are not a lot of busses after 6:30 pm.

Dean shares the issue is job responsibilities- looking at what they actually do.

Caucus 4:12 pm

Return from caucus- 4:17 pm

Ms. Texel returns from caucus and shared that we spent time reviewing the job descriptions, at this time we are rejecting going to a D13. Dean asked what is different- Ms. Texel shared there are differences in the two jobs.

Afienko asks to make the handouts in a more friendly- simplified manner for the unit to review.

An agreement has been reached- the district will work on the documents to send over to FOP.

Meeting ends at 4:23 pm.