

**PCSB / FOP Bargaining Session**  
**Minutes**  
**Pinellas County Schools Administration Building**  
**October 16, 2019**

Present - Ken Afienko (FOP), Officer Andrew DeLay, Paula Texel, Laurie Dart, Kevin Smith, David Richmond, Lisa McCann

The District stated that following the meeting on October 4, 2019, the District considered FOP's proposal to increase the salaries of 8 members by 6.6%, resulting in 21 of the members on Step C receiving only a 2.26% increase. The cost of FOP's proposal was \$59,500 but more importantly, it was counter to the District's goal of increasing salaries across the board and the retention of officers. The District presented a counter proposal where all members received a 3.25% raise.

FOP stated that they have been very clear that they want the senior members "correctly slotted" and a flat 3.25% raise was not acceptable to the members. It was rejected.

The District stated that they have been clear that the pot of money to work with was the cost to increase salaries across the board by 3.25%, which equates to \$54, 800+/- . In anticipation that the 3.25% across the board proposal would be rejected, the District created a schedule for FOP that would accomplish FOP's objective of moving the senior sworn law enforcement officers up an additional step (6.5% total) but to do so, all others would receive a 2.85% increase only, because we only had \$54,800 to work with. In this scenario, 4 sworn officers would be moved up an additional step. The sergeant, dispatchers and clerks would not be moved up an additional step but would receive the same 2.85% raise as everyone else. This was not the District's proposal but was a way that FOP could "re-slot" the officers who have been with the district for many years if that is what they wanted to do. The District's proposal was to treat everyone equally with a 3.25%.

FOP objected and stated that they could not believe that we would go to impasse over a difference of \$5,000. FOP stated that they have already moved from what they originally asked for---to move all officers on the schedule based on their years of experience and were only asking for a one step increase which is what they received last year and expect to get each year until the members were "correctly slotted".

The District stated that the fact that FOP lowered their expectations from an unreasonable initial proposal did not mean that the concessions were reasonable. The District re-iterated that they do not agree with the "re-slotting" concept and only made the concession last year for the senior officers in order to get the contract ratified. Providing larger raises to the more senior officers at the expense of the majority of the officers was not good for the district's police force. Most of the officers have been here three years or less and the way to retain them is to provide the larger salary increase.

FOP stated that his members understand the meaning of seniority and would want the more senior officers to get a larger raise.

Meeting ended with no agreement.