

PCSB / FOP Bargaining Session
Minutes
Pinellas County Schools Administration Building
September 25, 2019

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

District presented a 3.25% pay increase; this allows us to keep the present support salary schedule; the total cost of a 3.25% increase is \$19.5 million and slightly more than expected but had some savings on healthcare and other items so can make this offer. There were years when the money did not allow for a step increase so simply created a percentage across the board, but this year would like to keep the schedule which contemplates a 3.25% increase---this means that over the past 6 years, there has been a 17.8% salary increase, where the cost of living increase was 7.4%

District stated that the total cost for FOP unit was \$52,169. If FOP wanted to distribute the increase differently and give the more senior officers more---work with \$52,169.

Andy DeLay said that members would accept a 3.25% raise but wanted what was promised last year. Laurie Dart said that nothing was promised last year so if your members are under the impression or have expectation that they will receive multiple years of re-adjustment that is because you promised that – we did not

Ken Afienko clarified that they did not promise members anything - that is not how he negotiates but there is an expectation that the compression get fixed

Kevin Smith said there were several years where we did not have money and we negotiated based on what was available; Paula Texel took issue with the repeated reference to “correctly slotted” – officers are slotted based on what has been negotiated over the years; discussion ensued regarding compression being a universal issue

Provided cost out information requested on moving officers based on years of service---6 would be negatively affected (i.e. pay cut) and 8 would have increases –23 members would have zero increase—the cost was \$34,186.13 ---district said this is not what we are proposing only provided because it was requested –district wants officers to have 3.25% raise

Discussed that officer on slot C would only have a 2.33% raise because the lowest level dropped each year

Ken Afienko asked if this is best and final offer—response yes. Asked district to cost out moving officers to slot based on years but additionally providing step (3.25%) for each

Agreed to meet again on October 1, 2019