

ARTICLE 27 – LOCAL RELATIONSHIPS

- A. Upon request of either party at the local level, representatives of the Union and the Employer shall meet at a mutually agreeable time and discuss, exchange views, and attempt to arrive at a joint resolution of problems regarding personnel policies and practices and other matters affecting working conditions of a purely local nature which are not covered by this Agreement. However, no changes to personnel policies and procedures, which are mandatory subjects of bargaining, shall be unilaterally implemented unless negotiated accordingly.

ARTICLE 28 – WAGES

General Base Wage Increase

- A. ~~The entry level pay for SRO' s hourly rate will increase by 3.8% while the highest paid officers will increase by 9.22% in pay retroactive to July 1, 2022. All all current SRO's will receive a 3% raise in pay retroactive to July 1, 2023. This is in addition to includes the .5% increase already received July 1, 20232022. Starting salary will increase to \$28.85. See attached salary schedule A. The District has also contributed and additional 4.84% per employee to cover the increase in FRS costs and an additional \$1,683 dollars per employee to cover the increase in medical costs.~~
- B. On July 1 of each year, if a bargaining unit employee has completed a year of service (1/2 of the work year plus one day) they will receive a .5 % retention increase to his/her base rate of pay, in addition to any other wage increase set forth in this Agreement.

Field Training Officer and High Liabilities Instructor Pay

Bargaining Unit Members assigned to FTO duties and or FDLE Certified High Liabilities Instructor duties, shall receive a 10% increase in hourly rate of pay for every hour spent training assigned personnel.

Retirement Award

Bargaining unit members who retire (honorably and in good standing) under any provision of the Florida Retirement System after at least fifteen (15) years of full-time service with the SCSPD, or under in line of duty medical disability retirement, shall receive their badge, service pistol, if one had been issued as part of the employee's equipment, and an identification card clearly marked "RETIRED." Bargaining unit members who retire (honorably and in good standing) under any provision of the Florida Retirement System after at least eight (8) years of full-time service with the SCSPD shall receive their identification card clearly marked "RETIRED."