

ARTICLE 28 – WAGES

General Base Wage Increase

- A. The entry level pay for SRO' s hourly rate will increase by 4% in pay retroactive to July 1, 2023. This is in addition to the .5% increase already received July 1, 2023. Starting salary will increase to \$30.00. See attached salary schedule A.
- 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.
- C. In addition to any other wage increase, all current bargaining unit employees will receive a one-time supplement of 2%.

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.

Shift differential:

1. Employees with a shift start time on or after 12 o'clock noon will receive an additional 5% added to the base hourly rate.
2. In those cases where management assigns a temporary shift change during periods of school breaks (over summer, winter break, spring break, etc.) employees shift differential will not be decreased.
3. The night shift positions will be filled voluntary and based upon seniority. However, if night shift positions need to be filled management reserves the right to reassign officers to the shift vacancies. This will occur by assigning the least senior employee to the open shift positions. This applies to vacant positions.

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.”

SALARY PLACEMENT SCHEDULE A		
Hired: →		2023/24
Completed Yrs of Exp		0
↓		
0		\$30.00
1	0.50%	\$30.15
2	1.00%	\$30.30
3	1.50%	\$30.45
4	2.00%	\$30.60
5	2.50%	\$30.75
6	3.00%	\$30.90
7	3.50%	\$31.05
8	4.00%	\$31.20
9	4.50%	\$31.35
10	5.00%	\$31.50
11	5.50%	\$31.65
12	6.00%	\$31.80
13	6.50%	\$31.95
14	7.00%	\$32.10
15	7.50%	\$32.25