

**COLLECTIVE BARGAINING AGREEMENT**

**between the**

**BROWARD SHERIFF'S OFFICE**



**and the**

**INTERNATIONAL UNION OF POLICE ASSOCIATIONS**

**SUPERVISORY**

**LOCAL 6006, (AFL-CIO)**



**OCTOBER 1, 2023 – SEPTEMBER 30, 2026**

**REOPENER OCTOBER 1, 2025**

## **COMPENSATION**

The Sheriff will seek budgetary approval for the following compensation schedule for bargaining unit employees. The compensation schedule is contingent upon the Sheriff receiving the requested funding for such compensation from the Broward County Board of Commissioners. All compensation changes take effect the first full pay period after the recited date in the following sections. Anniversary dates and annual increases are defined in the Sheriff's Policy Manual (SPM). To the extent that any wages or other benefits in this agreement may be applied retroactively, such wages and benefits will apply only to those bargaining unit employees actually employed by the Sheriff at the time of the ratification of this agreement. All salary range adjustments occurring after the commencement of the fiscal year will be reviewed retroactively upon contract ratification.

### **Salary Range Adjustments:**

- 11.1 Effective Fiscal Year 2023/2024 (October 1, 2023 thru September 30, 2024), the Sheriff will provide all bargaining unit employees with an increase of three percent (3%) of their base salary, i.e., excluding incentive, longevity, supplemental, assignment or any additional pay.
  
- 11.2 Effective Fiscal Year 2024/2025 (October 1, 2024 thru September 30, 2025), the Sheriff will provide all bargaining unit employees with a pay increase of three percent (3%) of their base salary, i.e., excluding incentive, longevity, supplemental, assignment or any additional pay.
  
- 11.3 Effective Fiscal Year 2025/2026 (October 1, 2025 thru September 30, 2026), and subject to funding, the salary schedule outlined in Appendix B will be implemented. Bargaining unit members will be slotted into the step in the new salary schedule utilizing the Range Penetration Formula from the Classification and Pay Study. Notwithstanding the foregoing, in the event that the salary schedule cannot be or is not implemented, then, subject to funding, the Sheriff will provide all bargaining unit employees with a pay increase of four percent (4%) of their base salary, i.e., excluding incentive, longevity, supplemental, assignment or any additional pay.

Both parties affirm their commitment to negotiate in good faith to reach a mutually acceptable agreement on any necessary adjustments to the terms outlined in this article.

11.4. **Annual Step Plan Increases:**

Bargaining unit employees not at the maximum rate of pay of the pay range shall advance one step in the pay plan on the employee's anniversary date.

In the event that BSO cannot or otherwise does not implement the salary schedule referenced in Section 11.3, above, then the longevity lump sum payment provided for pursuant to Section 11.5 of the Agreement, as same existed as of the initial ratification of this Agreement, shall resume and remain in full force and effect.

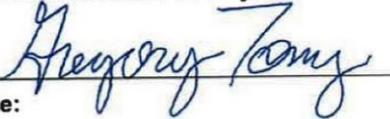
ARTICLE 29

TERMS OF AGREEMENT

EFFECTIVE OCTOBER 1, 2023 thru SEPTEMBER 30, 2026

This Agreement shall become effective upon ratification and execution by both parties and, thereafter, shall be effective from October 1, 2023 through and including September 30, 2026. There may be re-openers as referenced in Article 11 – Compensation.

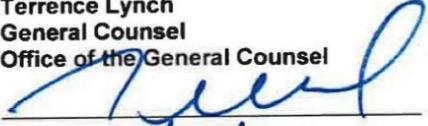
Gregory Tony  
Sheriff of Broward County

  
Date: \_\_\_\_\_

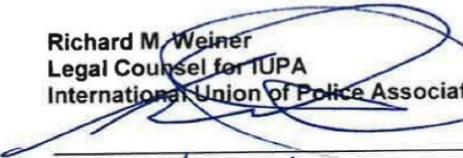
Ruqalyah Holmes, President  
International Union of Police Associations,  
Local 6006, AFL-CIO

  
Date: 9/23/2024

Terrence Lynch  
General Counsel  
Office of the General Counsel

  
Date: 9/26/24

Richard M. Weiner  
Legal Counsel for IUPA  
International Union of Police Associations, AFL-CIO

  
Date: 2/24 - 4/23

Witnesses:

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\_\_\_\_\_  
\_\_\_\_\_  
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**RATIFIED**

On September  
19, 2024

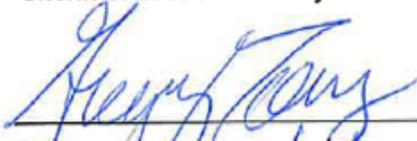
**ARTICLE 29**

**TERMS OF AGREEMENT**

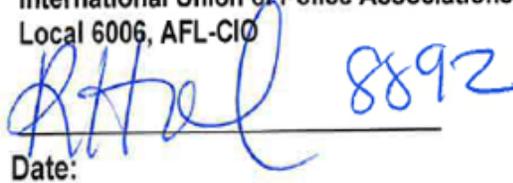
**EFFECTIVE OCTOBER 1, 2023 thru SEPTEMBER 30, 2026**

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**Gregory Tony  
Sheriff of Broward County**

  
Date: 11/19/25

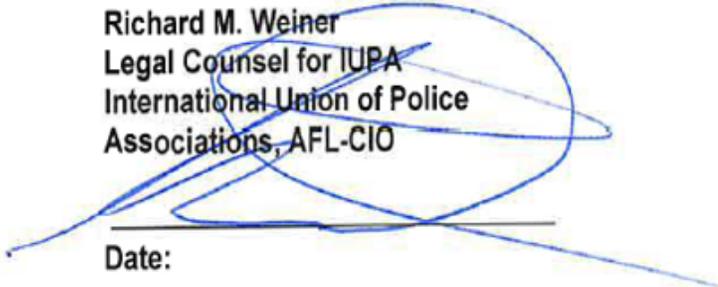
**Ruqalyah Holmes, President  
International Union of Police Associations,  
Local 6006, AFL-CIO**

  
Date:

**Terrence Lynch  
General Counsel  
Office of the General Counsel**

  
Date: 11/19/25

**Richard M. Weiner  
Legal Counsel for IUPA  
International Union of Police  
Associations, AFL-CIO**

  
Date:

**Witnesses:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**RATIFIED**

**October 10, 2025**

## APPENDIX B

### Pay Plan

Effective October 1, 2025

Job Classification	New Grade	Salary Min	Salary Max
Accounting Supervisor	113	\$69,926	\$111,733
Assistant Evidence Supervisor	111	\$63,425	\$101,345
Asst Cash Bonds Supervisor	109	\$57,529	\$91,923
Background Investigations Supervisor	115	\$77,094	\$123,186
Cash Bonds Supervisor	113	\$69,926	\$111,733
Civil Process Supervisor	112	\$66,597	\$106,412
Comm Super Prog QA Coordinator	115	\$77,094	\$123,186
Community Programs Supervisor	115	\$77,094	\$123,186
Confinement Status Supervisor	114	\$73,423	\$117,320
Court Bailiff Supervisor	111	\$63,425	\$101,345
Court Liaison Office Supervisor	108	\$54,789	\$87,546
Crime Intelligence Coordinator	116	\$80,948	\$125,578
Detention Classification Supervisor	115	\$77,094	\$123,186
Detention Communications Supervisor	113	\$69,926	\$111,733
Detention Program Supervisor	115	\$77,094	\$123,186
Detention Staffing Management Supervisor	113	\$69,926	\$111,733
Digital Forensic Supervisor	118	\$89,246	\$138,449
DOD-Inventory Control Supervisor	110	\$60,405	\$96,519
Evidence Unit Supervisor	116	\$80,948	\$125,578
Fingerprint Analyst Supervisor	118	\$89,246	\$138,449
Fleet Service Supervisor	114	\$73,423	\$117,320
Fleet Service Writer Supervisor	117	\$84,996	\$131,857
I.D. Unit Supervisor	109	\$57,529	\$91,293
Information Tech Supervisor	117	\$84,996	\$131,857
Inmate Banking Supervisor	113	\$69,926	\$111,733
Payroll Supervisor	113	\$69,926	\$111,733
Probation Collections Supervisor	108	\$54,789	\$87,546
Treatment Programs Q.A. Coordinator	117	\$84,996	\$131,857
Treatment Supervisor	117	\$84,996	\$131,857
Youth Services Supervisor	115	\$77,094	\$123,186

## APPENDIX B

### Salary Table

Effective October 1, 2025

Grade	Minimum	Maximum	1	2	3	4	5	6	7	8	9	10	11
101	\$38,938	\$62,217	\$38,938	\$40,884	\$42,929	\$45,075	\$47,329	\$49,695	\$52,180	\$54,789	\$57,529	\$60,405	\$62,217
102	\$40,884	\$65,328	\$40,884	\$42,929	\$45,075	\$47,329	\$49,695	\$52,180	\$54,789	\$57,529	\$60,405	\$63,425	\$65,328
103	\$42,929	\$68,594	\$42,929	\$45,075	\$47,329	\$49,695	\$52,180	\$54,789	\$57,529	\$60,405	\$63,425	\$66,597	\$68,594
104	\$45,075	\$72,024	\$45,075	\$47,329	\$49,695	\$52,180	\$54,789	\$57,529	\$60,405	\$63,425	\$66,597	\$69,926	\$72,024
105	\$47,329	\$75,625	\$47,329	\$49,695	\$52,180	\$54,789	\$57,529	\$60,405	\$63,425	\$66,597	\$69,926	\$73,423	\$75,625
106	\$49,695	\$79,407	\$49,695	\$52,180	\$54,789	\$57,529	\$60,405	\$63,425	\$66,597	\$69,926	\$73,423	\$77,094	\$79,407
107	\$52,180	\$83,377	\$52,180	\$54,789	\$57,529	\$60,405	\$63,425	\$66,597	\$69,926	\$73,423	\$77,094	\$80,948	\$83,377
108	\$54,789	\$87,546	\$54,789	\$57,529	\$60,405	\$63,425	\$66,597	\$69,926	\$73,423	\$77,094	\$80,948	\$84,996	\$87,546
109	\$57,529	\$91,923	\$57,529	\$60,405	\$63,425	\$66,597	\$69,926	\$73,423	\$77,094	\$80,948	\$84,996	\$89,246	\$91,923
110	\$60,405	\$96,519	\$60,405	\$63,425	\$66,597	\$69,926	\$73,423	\$77,094	\$80,948	\$84,996	\$89,246	\$93,708	\$96,519
111	\$63,425	\$101,345	\$63,425	\$66,597	\$69,926	\$73,423	\$77,094	\$80,948	\$84,996	\$89,246	\$93,708	\$98,393	\$101,345
112	\$66,597	\$106,412	\$66,597	\$69,926	\$73,423	\$77,094	\$80,948	\$84,996	\$89,246	\$93,708	\$98,393	\$103,313	\$106,412
113	\$69,926	\$111,733	\$69,926	\$73,423	\$77,094	\$80,948	\$84,996	\$89,246	\$93,708	\$98,393	\$103,313	\$108,479	\$111,733
114	\$73,423	\$117,320	\$73,423	\$77,094	\$80,948	\$84,996	\$89,246	\$93,708	\$98,393	\$103,313	\$108,479	\$113,903	\$117,320
115	\$77,094	\$123,186	\$77,094	\$80,948	\$84,996	\$89,246	\$93,708	\$98,393	\$103,313	\$108,479	\$113,903	\$119,598	\$123,186
116	\$80,948	\$125,578	\$80,948	\$84,996	\$89,246	\$93,708	\$98,393	\$103,313	\$108,479	\$113,903	\$119,598	\$125,578	
117	\$84,996	\$131,857	\$84,996	\$89,246	\$93,708	\$98,393	\$103,313	\$108,479	\$113,903	\$119,598	\$125,578	\$131,857	
118	\$89,246	\$138,449	\$89,246	\$93,708	\$98,393	\$103,313	\$108,479	\$113,903	\$119,598	\$125,578	\$131,857	\$138,449	