

**COLLECTIVE BARGAINING AGREEMENT**

**between the**

**BROWARD SHERIFF'S OFFICE**



**Sheriff Gregory Tony, Ph.D.**

**and the**

**INTERNATIONAL UNION OF POLICE ASSOCIATIONS  
LOCAL 6020, AFL-CIO**



**LAW ENFORCEMENT  
DEPUTIES/SERGEANTS BARGAINING UNIT**

**OCTOBER 1, 2024 - SEPTEMBER 30, 2027**

**REOPENER OCTOBER 1, 2025**

## ARTICLE 19

### WAGES

The Sheriff will seek budgetary approval for the following compensation schedule for bargaining unit members. The compensation schedule is contingent upon the Sheriff receiving the requested funding for such compensation from the Broward County Board of Commissioners and the Contract Cities. If the funding received by the Sheriff from Broward County Board of Commissioners and the Contract Cities is insufficient for the compensation schedule as proposed, the parties agree to immediately re-open this article for negotiation. All salary changes take effect the first full pay period after the recited date in the following sections. Anniversary dates are defined within the Broward County Sheriff's Office Policy and Procedure manual. 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 members actually employed by the Sheriff at the time of the ratification of this agreement.

#### Salary Range Adjustments

- 19.1 Effective the first full pay period after October 1, 2024, the Sheriff will provide all bargaining unit members with a pay increase of three percent (3%) of their base salary, i.e., excluding incentive, longevity, supplemental or any additional pay.
- 19.2 Effective Fiscal Year 2025/2026 (October 1, 2025 thru September 30, 2026), and subject to funding, the salary schedule outlined in Appendix A 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.
- 19.3 Effective Fiscal Year 2026/2027 (October 1, 2026 thru September 30, 2027), and subject to funding the salary schedule outlined in Appendix A will be implemented.

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.

#### Step Plan

- 19.4 In accordance with the Appendix A, bargaining unit members not at the maximum rate of the pay range shall advance one step in the pay plan on the member's anniversary date.

## ARTICLE 28

### SUPPLEMENTAL PAY

- 28.1 Bargaining unit members must complete the certification process as Field Training Deputies (FTD's) and must be designated as an active FTD by their respective command before they will receive a supplement in addition to their base salary according to the following supplement schedule:

Field Training Deputies (FTD's) designated as an active FTD by their respective command will receive a supplement in addition to their base salary of \$200.00 per month. If the FTD program is modified to include an increase to the supplement, the increase will be applied to this bargaining unit without the need to reopen for bargaining.

A written component to the FTD duties will require additional time beyond their scheduled shift. FTD's will reasonably spend no more than one (1) extra hour per day for said duties. FTD's who are actively training will receive one (1) hour of overtime or compensatory time at the bargaining unit member's discretion for each day that he/she is training a trainee.

- a. FTD's who have completed a minimum of two (2) years in the FTD program who no longer wish to perform as a FTD may, if the bargaining unit member has left in good standing, request a transfer to a district of their choice. This request shall be a one-time request wherein the bargaining unit member will receive first preference for vacancies in any road patrol assignment, so long as there is a budgeted vacancy in any road patrol assignment with the district in which the bargaining unit member wishes to transfer. If no budgeted vacancies exist, no deputies assigned to road patrol shall be transferred into the district until an FTD's transfer request, pursuant to this paragraph, is fulfilled. This paragraph does not apply to transfers to specialized units.
- b. BSO recognizes the need for FTD's not to be utilized continuously in a training capacity and will make best efforts to provide appropriate breaks in a bargaining unit member's training functions. However, BSO retains the right to assign FTD's to training functions to best serve the needs of BSO.
- c. In the event that there are FTD's who wish to train on a part-time basis, they will receive only those benefits outlined in paragraph 28.1(a) above. The parties agree that bargaining unit members who offer a trainee a "ride along" will not be considered a part-time trainer for the purposes of this Agreement and will not be required to fill out any other documents.
- d. Bargaining unit members receiving supplemental pay as set forth in Article 28.1 for his/her work as an FTD will also be allowed to receive one (1) other supplement set forth in the remainder of this Article.

- 28.2 Current bargaining unit members who reside in the tri-county area without assigned vehicles will receive a supplement to their base salary of four hundred fifty-three dollars and forty-five cents (\$453.45) per month. Bargaining unit members with an assigned vehicle who choose not to take it home are not eligible for the vehicle supplement. However, bargaining unit members assigned to Court Services will have the option to choose a take home vehicle or receive the vehicle supplement, unless this option is discontinued at the sole discretion of BSO.

Bargaining unit members who are unable to drive as determined by a medical professional will have their vehicle forfeited without the option of receiving a vehicle supplement for the duration of the driving restriction.

If any other bargaining unit receives an increase to the vehicle supplement outlined herein, the same increase will be applied to this bargaining unit without the need to reopen for bargaining.

- a. BSO retains the right, in its sole discretion, to deny a take home vehicle and deny a vehicle supplement to bargaining unit members placed on restrictive administrative assignment.
- b. Where the restrictive administrative assignment and investigation result in termination of employment and the bargaining unit member suffered the loss of vehicle without supplement, the affected bargaining unit member, who otherwise has the right to arbitration for the termination of employment under the terms of the Collective Bargaining Agreement, may request the vehicle supplement as a lost benefit (like back pay) to be paid to him/her in the event of reinstatement and will be paid the prevailing vehicle supplement pursuant to the Collective Bargaining Agreement only if such amount is specifically awarded by the arbitrator upon reinstatement. BSO reserves the right to fully defend the termination at arbitration, including the right to challenge the award of any back pay and/or benefits in the event of reinstatement, including the vehicle supplement.
- c. Where the restrictive administrative assignment and investigation result in discipline less than termination of employment and more than a five-day suspension, and the bargaining unit member suffered the loss of vehicle without supplement, BSO will reimburse the member for the loss of the vehicle supplement for the period of the restrictive administrative assignment less any period of suspension. However, BSO reserves the right to enumerate the loss of the vehicle supplement for any or all of the time period as part of the discipline accompanying the suspension. The affected bargaining unit member, who otherwise has the right to arbitration for the discipline at issue under the terms of the Collective Bargaining Agreement, may request the vehicle supplement as a lost benefit (like back pay to be paid to him in the event discipline is not sustained) and will be paid the prevailing vehicle supplement pursuant to the Collective Bargaining Agreement. BSO reserves the right to fully defend the discipline at arbitration, including the right to challenge the award of any benefit, including the vehicle supplement.

- d. Where the restrictive administrative assignment and investigation result in a counseling or discipline, and the bargaining unit member suffered the loss of vehicle without supplement, BSO will reimburse the member for the loss of the vehicle supplement for the period of the restrictive administrative assignment.
- e. Where the restrictive administrative assignment results in disciplinary charges which are not sustained by BSO through its practice and procedure for investigating and reviewing charges and the bargaining unit member is returned to full duty without discipline, the member will be reimbursed for the vehicle supplement during the period of the restrictive administrative assignment, if the member was denied a vehicle and the supplement.

28.3 Effective the first full pay period following October 1, 2024, bargaining unit members who are regularly assigned to operate aircraft will receive a supplement in addition to their base salary of five hundred dollars (\$500.00) bi-weekly.

- a. Newly hired deputies or current deputies transferred to the assignment to operate rotary-wing aircraft will receive a minimum of Step 7 in the salary range.
- b. Should the deputy assigned to operate a rotary-wing aircraft subsequently receive a different assignment he or she will receive the base salary for the step commensurate with their years of service and will lose the supplemental pay herein.

28.4 Bargaining unit members who are regularly assigned to the Explosive Ordnance Disposal (EOD) Unit in a position which requires the location and removal of explosive materials will receive a supplement in addition to their base salary of one hundred twenty-five dollars (\$125.00) bi-weekly.

28.5

- a. Bargaining unit members regularly assigned to, Criminal Investigations (CI), Burglary Apprehension Team (BAT), Regional Narcotics, VIPER, K-9, Dive Team, Motors, Covert Electronic Surveillance, DUI Task Force, , District Crime Suppression Team (CST) , District CI, Marine Patrol, Traffic Homicide Investigation (THI), Training Division, Commercial Motor Vehicle (CMV), Civil, Quick Response Force (QRF) School Resource Deputy (SRD) and Harbor Patrol will receive a seventy-five (\$75.00) dollar bi-weekly supplement in addition to their base salary.
- b. Bargaining unit members regularly assigned to SWAT (including Hostage Negotiators) will receive a one hundred fifty (\$150.00) dollar bi-weekly supplement in addition to their base salary.
- c. Bargaining unit members regularly assigned to Crime Scene will receive a one hundred twenty-five (\$125.00) dollar bi-weekly supplement in addition to their base salary.

- d Bargaining unit members regularly assigned as a full time Tactical Flight Officer (TFO) will receive a one hundred twenty-five (\$125.00) dollar bi-weekly supplement in addition to their base salary. Bargaining unit members are not eligible to receive both the TFO supplemental pay and the supplemental pay for the regular operation of a rotary-wing aircraft as outlined in 28.3 simultaneously.
  - e. During the term of this agreement if any other units are created BSO and the IUPA agree to meet and confer to discuss whether such newly created unit (s) should be included in article 28.5.
- 28.6 The Sheriff reserves the right to convert any of the above-specified supplements to an hourly amount.
- 28.7 Bargaining unit members can receive no more than one supplemental assignment pay regardless of the number of concurrent special assignments. The bargaining unit member may choose the one supplemental pay he/she is to receive.
- 28.8 Effective the first full pay period following October 1, 2024, bargaining unit members working a 12-hour (7K) shift regularly assigned to alpha shift, and not receiving a specialty unit assignment supplemental pay with the exception of Dive Team, SWAT, QRF, or K-9 shall receive a bi-weekly supplement for hazardous duty pay in the amount of sixty- four dollars (\$ 64.00) in addition to their base salary.

Effective the first full pay period following October 1, 2025, the bi-weekly supplement outlined herein for bargaining unit members working a 12 hour (7K) shift regularly assigned to alpha shift, and not receiving a specialty unit assignment supplemental pay with the exception of Dive Team, SWAT, QRF, or K-9 shall receive a bi-weekly supplement for hazardous duty pay increase to eighty dollars (\$80.00) in addition to their base salary.

Bargaining unit members working a 40-hour work week regularly assigned to alpha shift and not receiving a specialty unit assignment supplemental pay with the exception of Dive Team, SWAT, QRF, or K-9 shall receive a bi-weekly supplement for hazardous duty pay in the amount of eighty dollars (\$80.00) in addition to their base salary.

**ARTICLE 45**

**TERMS OF AGREEMENT**

This Agreement shall become effective upon ratification and execution by both parties and, thereafter, shall be effective from October 1, 2024 through and including September 30, 2027. The parties agree to reopen Article 19 – Wages during the term of this agreement in accordance with the terms set forth in Sections 19.2 and 19.3.

Further, the parties understand that the Sheriff is developing a physical fitness program for all sworn and/or certified first responders, based upon specific job descriptions. Once the physical fitness program for members of this bargaining unit is developed, there will be a reopener on the implementation of the program.

**Gregory Tony  
Sheriff of Broward County**

  
Date 10/8/25

**International Union of Police  
Associations, AFL-CIO**

  
Date 10/8/25

**By: Deputy Dan Rakofsky  
President, IUPA Local 6020**

**Terrence Lynch  
Office of the General Counsel**

  
Date 10-8-25

**Office of the General Counsel  
International Union of Police  
Associations, AFL-CIO**

  
Date 10-8-2025

**By:  
Michael Finesilver  
Counsel- IUPA Local 6020**

**Witnesses:**

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**APPENDIX "A" – SALARY SCHEDULE – October 2025**

<b>Step</b>	<b>DLE Deputy Sheriff</b>
1	\$70,150
2	\$73,658
3	\$77,340
4	\$81,207
5	\$85,268
6	\$89,531
7	\$94,008
8	\$98,708
9	\$103,643
10	\$108,826
11	\$114,267
12	\$117,124
13	\$120,052
14	\$123,053
15	\$126,129

<b>Step</b>	<b>DLE Sergeant</b>
1	\$103,643
2	\$108,826
3	\$114,267
4	\$119,980
5	\$125,979
6	\$132,278
7	\$138,892
8	\$145,837
9	\$149,483
10	\$153,220

\* Annual rates above have been rounded to the nearest dollar

**APPENDIX "A" – SALARY SCHEDULE – October 2026**

<b>Step</b>	<b>DLE Deputy Sheriff</b>
1	\$78,000
2	\$81,900
3	\$85,995
4	\$90,295
5	\$94,809
6	\$99,550
7	\$104,527
8	\$109,754
9	\$115,242
10	\$118,123
11	\$121,076
12	\$124,103
13	\$127,205
14	\$130,385
15	\$133,645

<b>Step</b>	<b>DLE Sergeant</b>
1	\$115,242
2	\$121,004
3	\$127,054
4	\$133,406
5	\$140,077
6	\$147,081
7	\$154,435
8	\$162,156
9	\$170,264
10	\$174,521

\* Annual rates above have been rounded to the nearest dollar