

COLLECTIVE BARGAINING AGREEMENT

between the

BROWARD SHERIFF'S OFFICE

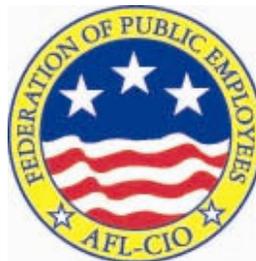


Sheriff Gregory Tony, Ph.D.

and the

FEDERATION OF PUBLIC EMPLOYEES

**A DIVISION OF THE NATIONAL
FEDERATION OF PUBLIC AND PRIVATE EMPLOYEES (AFL-CIO)**



OCTOBER 1, 2024 – SEPTEMBER 30, 2027

REOPENER OCTOBER 1, 2025

ARTICLE 10

COMPENSATION AND BENEFITS

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 County Commissioners. For purposes of this Article, pay schedule adjustments will be processed for bargaining unit members whose base pay salary is within the established pay range for the bargaining unit member's current job classification. 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 members actually employed by the Sheriff at the time of the ratification of this agreement.

Salary Range Adjustments: Civilian Bargaining Unit Members

- 10.1 Effective the first full pay period after October 1, 2024, the Sheriff will provide civilian bargaining unit members, with a pay increase of three percent (3%) of their base salary, i.e., excluding incentive, supplemental, assignment, or any additional pay.
- 10.2 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. Civilian bargaining unit members (excluding the Regional Communications Operator series) will be slotted into the new step utilizing the Range Penetration Formula from the Classification and Pay Study.

Effective Fiscal Year 2025/2026 (October 1, 2025 thru September 30, 2026), and subject to funding, the Regional Communications Operator job classification series will receive the salary schedule outlined in Appendix B. Bargaining unit members will receive a minimum of four percent (4%) of their base salary, i.e., excluding incentive, supplemental, assignment or any additional pay and will be slotted into the new salary range at the next closest step. Bargaining unit members that receive the four percent (4%) of their base salary and fall outside of the salary range will remain red lined until the salary range maximum meets their red lined salary.

Effective Fiscal Year 2026/2027 (October 1, 2026 thru September 30, 2027), and subject to funding, the Sheriff will provide civilian bargaining unit members with a pay increase of four percent (4%) of their base salary, i.e., excluding incentive, supplemental, assignment, or any additional pay.

In the event that BSO cannot or otherwise does not implement the salary schedule referenced in Section 10.2 above, then the longevity payment provided for pursuant to Section 10.6 of the Agreement, as same existed as of the initial ratification of this Agreement, shall resume and remain in full force and effect.

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.

Salary Range Adjustments: Sworn Bargaining Unit Members

Effective Fiscal Year 2024/2025 (October 1, 2024 thru September 30, 2025), the salary schedule outlined in Appendix B will be implemented for sworn bargaining unit members. Sworn 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.

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 for sworn bargaining unit members.

Effective Fiscal Year 2026/2027 (October 1, 2026 thru September 30, 2027), and subject to funding, the Sheriff will provide sworn bargaining unit members will a pay increase of four percent (4%) of their base salary i.e. excluding incentive, supplemental assignment, or any additional pay.

10.3 **Annual Step Plan Increases:**

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.

10.4

A. **Field Training Officer (FTD)**

Detention Deputies and Detention Technicians may be assigned as a Field Training Deputy (FTD) at the discretion of the Sheriff, and, upon said assignment, shall be entitled to receive a supplemental payment during such period of assignment. The Detention Deputy and Detention Technician must complete the certification process as a Field Training Deputy and must be designated as an active FTD by his/her respective command before he/she will receive a supplemental payment.

Field Training Deputies (FTD's) designated as an active FTD by their respective command will receive a supplemental payment in addition to their base salary of \$200 per month and it shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay.

A written component to the FTD duties for Detention Deputies will require additional time beyond their scheduled shift. FTD - Detention Deputies will reasonably spend no more than one (1) extra hour per day for said duties. FTD - Detention Deputies 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.

B. **Internal Affairs, Training Division, Policy and Accountability, Baker Act Team, Emergency Response Team (ERT), K-9, DOD Security Threat Group (DOD-STG) Task Force, Staff Inspections, Bureau of Investigations and Projects (BIP).**

Detention Deputies and Sergeants may be assigned to Internal Affairs, Training Division, Policy and Accountability, Baker Act Team, Emergency Response Team, K-9, DOD Security Threat Group (DOD – STG), Staff Inspections or the Bureau of Investigations and Projects (BIP) at the discretion of the Sheriff.

Detention Deputies or Sergeants assigned to Policy and Accountability, Baker Act Team, K-9, or the Bureau of Investigations and Projects (BIP) for more than a sixty (60) calendar day temporary period of assignment, will receive, during such period of assignment, a lump sum payment, payable each pay period, according to the following schedule:

Fifty dollars (\$50.00) bi-weekly supplement to base salary.

Detention Deputies or Sergeants assigned to Emergency Response Team for more than a sixty (60) calendar day temporary period of assignment, will receive, during such period of assignment, a lump sum payment, payable each pay period, according to the following schedule:

Fifty dollars (\$50.00) bi-weekly supplement to base salary.

Detention Deputies or Sergeants assigned to the Emergency Response Team (ERT), and regularly assigned as an **Emergency Response Team (ERT) Commander**, will receive, during such period of assignment as **ERT Commander**, a non-cumulative lump sum payment, payable each pay period, according to the following schedule:

One hundred fifty dollars (\$150.00) biweekly supplement to base salary.

Detention Sergeants assigned, or temporarily assigned for more than sixty (60) calendar days to Internal Affairs or Staff Inspections will receive a supplemental payment in addition to their base salary of \$400 per month and it shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay.

Detention Deputies and Sergeants assigned to Training Division, for more than a sixty (60) calendar day temporary period of assignment, will receive, during such period of assignment, a lump sum payment payable each pay period, according to the following schedule:

Seventy-five dollars (\$75.00) bi-weekly supplement to base salary.

The lump sum payment shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay.

C. **Community Service Aides - BAT Mobile**

Community Service Aides assigned to the BAT Mobile for a period of forty (40) hours or more will receive a five (5 %) percent supplement to their base salary for that period of assignment. The salary supplement shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay. BSO will not assign bargaining unit members to the BAT Mobile for periods of less than forty (40) hours, except in the case of operational emergencies.

D. **Communications Training Officers**

The Director of Regional Communications or designee will designate as Communications Training Officers those persons who are determined to be most qualified to train newly hired personnel. This will be done in the sole and exclusive discretion of the Director of Regional Communications.

Upon the first full pay period following contract ratification, Communications Training Officer(s) will receive a supplemental lump sum payment in addition to their base salary of \$200 per month, which will be non-cumulative and will not be included in the base salary for any purpose other than the calculation of overtime pay.

Communications Training Officer(s) will be allowed to take, with the prior written approval of the command, up to twelve (12) consecutive month's absence from training new personnel. During this approved leave of absence from Communications Training Officer duties, Communications Training Officers will not receive the monthly supplement. Upon returning to the Communications Training Officer position, the bargaining unit member will resume receiving the monthly supplement. In the event a bargaining unit member does not return to the Communications Training Officer position within the twelve (12) month (365 days) period he/she would not be entitled to automatically receive the Communications Training Officer monthly supplement and would need to be retrained and reclassified as a Communication Training Officer. Upon the completion of the retraining and reclassification, the bargaining unit member would begin receiving the monthly supplement.

No lump sum payment will be paid to bargaining unit members who merely "fill in" for Communications Training Officers for temporary periods (i.e., time less than a full work week such as regular days off, illness, holidays, etc.). Neither trainees nor Communications Duty Officers will be entitled to receive this supplement pay.

E. Communications Quality Assurance and Quality Improvement Evaluator

The Director of Regional Communications or designee will designate as Quality Assurance/Quality Improvement (QA/QI) Evaluators those persons who are determined to be the most qualified to evaluate E911 calls and dispatch incidents for quality and improvement. This will be done in the sole and exclusive discretion of the Director of Regional Communications.

Effective pay date October 10, 2025, bargaining unit members designated as Communications QA/QI Evaluators will receive a supplemental lump sum payment in addition to their base salary of \$200 per month, which will be non-cumulative and will not be included in the base salary for any purpose other than the calculation of overtime pay.

The lump sum payments shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay.

Communications QA/QI Evaluators will not be permitted to take a hiatus from the Communications Quality Assurance and Improvement Unit.

No lump sum payment will be paid to bargaining unit members who merely "fill in" for Communications QA/QI Evaluators for temporary periods (i.e., time less than a full work week such as regular days off, illness, holidays, etc.). Neither trainees, Regional Communication Operator I and II, nor Communications Duty Officers will be entitled to receive this supplemental pay.

F. Community Services Aides (Assigned to the Airport)

Community Service Aides (CSA's) assigned to the Airport for a period of forty (40) hours or more will continue to receive a five percent (5%) supplement to their base salary during such period of assignment, subject to funding by Broward County. The supplement shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay.

Community Service Aides (Assigned as Crime Scene Investigative Aides)

The Sheriff or his designee will have sole discretion to designate in writing those Community Service Aides who have successfully completed a forty (40) hour training class, or other requirements established by the Sheriff and who will be processing crime scenes against property as Community Service Aides (CSA's) assigned as Crime Scene Investigative Aides. CSA's assigned as Crime Scene Investigative Aides will receive a five percent (5%) supplement to their base salary for that period of assignment, subject to continuing funding and operational needs.

The salary supplement shall be non-cumulative and will not be included in base salary for any purpose other than the calculation of overtime pay.

No salary supplement will be paid to bargaining unit members who merely "fill in" for CSA's assigned as Crime Scene Investigative Aides for temporary periods (i.e., time less than a full work week such as regular days off, illness, holidays, etc.). The salary supplement shall only be made to those Community Service Aides who are trained and assigned in writing by the Sheriff or his designee as a Crime Scene Investigative Aide as described above.

G. Court Bailiffs Training Officers

Court Bailiffs may be assigned as a Court Training Officer at the discretion of the Sheriff. The Court Bailiff must complete the certification process as a Court Training Officer and must be designated as an active Court Training Officer by their respective command before he/she will receive a monthly lump sum payment.

Court Bailiffs assigned as a Court Training Officer shall during such period of assignment, continue to receive a lump sum payment in addition to their base salary.

Upon the first full pay period following contract ratification, Court Bailiffs will receive a supplemental lump sum payment in addition to their base salary of \$150 per month, which will be non-cumulative and will not be included in the base salary for any purpose other than the calculation of overtime pay.

No lump sum payment will be paid to bargaining unit members who "fill in" for a Court Training Officer for temporary periods. Payments shall only be made to those qualified and assigned as a Court Training Officer as described above.

H Records/Warrants Training Officers

The Records/Warrants Command will designate as Records/Warrants Training Officers those persons who are determined to be most qualified to train newly hired personnel. This will be done in the sole and exclusive discretion of the Records/Warrants Command.

Upon the first full pay period following contract ratification, Records/Warrants Training Officers will receive a supplemental lump sum payment in addition to their base salary of \$200 per month, which will be non-cumulative and will not be included in the base salary for any purpose other than the calculation of overtime pay.

Records/Warrants Training Officers will be allowed to take, with the prior written approval of the command, up to twenty-four (24) consecutive month's absence from training personnel. During this approved leave of absence from Records/Warrants Training Officer duties, Records/Warrants Training Officers will not receive the monthly supplement. Upon returning to the Records/Warrants Training Officer position, the bargaining unit member will resume receiving the monthly supplement. In the event a bargaining unit member does not return to the Records/Warrants Training Officer position within the twenty-four-month (730 days) period they would not be entitled to automatically receive the Records/Warrants Training Officer

monthly supplement and would need to be reclassified as a Records/Warrants Training Officer. Upon the completion of the reclassification, the bargaining unit member would begin receiving the monthly supplement.

No lump sum payment will be paid to bargaining unit members who merely “fill in” for Records/Warrants Training Officers for temporary periods (i.e., time less than a full week such as regular days off, illness, holidays, etc.). Neither trainees nor Supervisors will be entitled to receive this supplemental pay.

I. **Public Records Training Officer**

The Public Records Command will designate as Public Records Training Officers those persons who are determined to be most qualified to train newly hired personnel. This will be done in the sole and exclusive discretion of the Public Records Command.

Upon the first full pay period following contract ratification, Public Records Training Officers will receive a supplemental lump sum payment in addition to their base salary of \$200 per month, which will be non-cumulative and will not be included in the base salary for any purpose other than the calculation of overtime pay.

Public Records Training Officers will be allowed to take, with the prior written approval of the command, up to twenty-four (24) consecutive month’s absence from training personnel. During this approved leave of absence from Public Records Training Officer duties, Public Records Training Officers will not receive the monthly supplement. Upon returning to the Public Records Training Officer position, the bargaining unit member will resume receiving the monthly supplement. In the event a bargaining unit member does not return to the Public Records Training Officer position within the twenty-four-month (730 days) period they would not be entitled to automatically receive the Public Records Training Officer monthly supplement and would need to be reclassified as a Public Records Training Officer. Upon the completion of the reclassification, the bargaining unit member would begin receiving the monthly supplement.

Essential Civilian Job Classification Emergency Supplement

During a state of emergency declared by the Governor or President resulting from a hurricane impacting Broward County and resulting in the Sheriff directing any civilian bargaining unit member not to work either remotely or at a BSO work site, those civilian bargaining unit members who are required to work during the state of emergency, at a work site will receive a one-time one hundred and fifty dollar (\$150.00) lump sum payment for the duration of the activation.

- J. **Information Technology Division - On-Call Assignment** - Upon the first full pay period following contract ratification, the following job classifications within the Information Technology Division will receive on-call pay in the amount of \$50.00 daily when assigned on-call after the bargaining unit members scheduled shift.

Systems Technician
Senior Systems Technician

10.5 Work Related Injury

- A. Bargaining unit members injured on duty, who are approved for worker's compensation benefits, will receive full pay during the first sixty (60) days they are out of work. When a bargaining unit member's lost time reaches sixty (60) continuous working days and approval from BSO's disability insurance carrier is given, BSO's disability carrier will:
1. Begin to supplement the workers' compensation payments. These payments will not exceed ninety-five (95%) percent of the bargaining unit member's gross salary.
 2. Continue payments for a maximum of twelve (12) months after the sixty (60) continuous working days have passed, totaling a maximum of fifteen (15) months of payments. During the fifteen (15) month period, the following BSO paid benefits remain in force:
 - a. Health insurance
 - b. Life insurance
 - c. Dental insurance
- B. Bargaining unit members must also continue to pay their portion of the health, dental, or life insurance payments currently deducted from their paychecks. Failure to make these payments will result in employees losing their coverage for health, dental, or life insurance benefits.
- C. Bargaining unit members having automobile accidents where seat belts were not worn will receive a twenty-five percent (25%) reduction in their benefits.

106 **Medical and Dental Insurance**

Medical premium increases for the level of coverage and plan the bargaining unit member is enrolled in shall be split between BSO and the bargaining unit member. BSO will pay 90% of the medical premium increase every year and the bargaining unit member will pay 10% of the medical premium increase every year. The 10% premium increase will be added to the bargaining unit member's bi-monthly payroll deductions.

Effective January 1, 2025, bargaining unit members will be responsible for the following monthly employee contribution towards medical premiums:

Medical Employee Monthly Payroll Deductions January 1, 2025 through December 31, 2025			
	Employee Only	Employee + 1 Dependent	Employee + 2 more Dependents
HNONLY-1	\$ 88.92	\$ 201.72	\$ 251.72
HNONLY-2	\$ 113.58	\$ 271.32	\$ 321.32
HNOPTION	\$ 136.04	\$ 341.66	\$ 391.66
OAMC*	\$ 187.34	\$ 473.02	\$ 523.02

available for employees who reside outside of the HNOOnly/HNO service area

Dental Employee Monthly Payroll Deduction January 1, 2025 through December 31, 2025		
	Single	Family
DHMO Plan	\$0.00	\$14.56
PPO Plan	\$7.96	\$46.16
Indemnity Plan	\$19.28	\$75.34

There will be no increase in premiums, other than the monthly bargaining unit member contribution rates as stated above, co-pays or deductibles for group medical insurance for the term of this Agreement. For those calendar years, bargaining unit members covered by this Agreement shall receive the same group medical and dental insurance plan provided to other bargaining unit members in accordance with the BSO group health and dental insurance program. Either party may request a re-opener of this article for the purposes of negotiating Medical and Dental Insurance for subsequent calendar years.

10.7 Life Insurance

Life insurance will be provided to bargaining unit members in an amount equal to one (1) year base salary of the bargaining unit member, and the cost shall be paid by BSO.

10.8 Retirement

Florida Retirement System (FRS) - The definition of normal retirement as defined by FRS applies to employees in both the Pension Plan and the Investment Plan. The definition and requirements will apply for retirement insurance discount eligibility determination.

Contract City Pension – Those bargaining unit members retiring from a contract city pension plan must meet the definition and eligibility requirements of the applicable contract city pension plan's regular retirement for retirement insurance discount eligibility determination.

10.9 Retirement Insurance

- A. Bargaining unit members hired prior to October 1, 2007, will be grandfathered to continue eligibility for the two percent (2%) retirement discount program. Bargaining unit members hired on or after October 1, 2007, will not be eligible for the two percent (2%) retirement discount program. Bargaining unit members hired prior to October 1, 2007, who qualifies for normal retirement under the Florida Retirement System (FRS), shall receive a post-retirement health insurance benefit equal to full time bargaining unit members. Under said plan, the retiring member who is qualified to retire under FRS and is in "good standing" will receive two percent (2%) credit for each year of creditable service prorated by each full month of service with BSO, up to a maximum of fifty percent (50%) of the total individual health insurance premium cost. The retiring bargaining unit member must meet all criteria and draw compensation from FRS within thirty-six (36) months of the last day of employment. Good standing, as used in this section shall be defined as a bargaining unit member retiring without criminal charges pending. If the bargaining unit member ultimately is convicted of a felony or the member's certificate is revoked by CJSTC, the bargaining unit member will forfeit the two percent (2%) for post-retirement healthcare upon a final order.
- B. Bargaining unit members transitioned to BSO prior to October 1, 2007, will be grandfathered to continue eligibility for the two percent (2%) retirement discount program. Bargaining unit members transitioned to BSO on or after October 1, 2007, will not be eligible for the two percent (2%) retirement discount program. Bargaining unit members who retire from a contract city pension plan and are employees of the Broward Sheriff's Office are eligible to remain in the Broward Sheriff's Office health care plan. Under said plan, the retiring member who is qualified to retire in "good standing" as outlined herein will receive two percent (2%) for each year of creditable service prorated by each full month of service with BSO up to a maximum of fifty percent (50%) of the total individual health insurance premium cost.
- C. Effective the first full pay period in October 2008, bargaining unit members hired or transitioned to BSO on or after October 1, 2007, is eligible to participate in a BSO established retirement health savings plan (RHSP). A contribution in the amount of two percent (2%) of the bargaining unit members base bi-weekly salary, as reflected in the salary schedule as of each January 1, will be

contributed by BSO each bi-weekly payroll. The contribution for employees entering bargaining unit at any time after January 1 will be calculated as two percent (2%) of the bargaining unit member's base bi-weekly salary as reflected in the current salary schedule, as of the bargaining unit member's date of entering the bargaining unit.

- D. Bargaining unit members hired or transitioned to BSO on or after October 1, 2007, shall become eligible to receive the RHSP benefit upon meeting the retirement requirements outlined in 10.11 and leaving in good standing as outlined herein. Payments shall be made as outlined in the RHSP summary plan description.
- E. Retiring bargaining unit members retiring in good standing, who meet the requirements outlined herein and who do not wish to continue to participate in the BSO Group health plan at time of retirement from BSO may elect to receive a monthly stipend equal to the premium amount paid by the Sheriff utilizing the lowest cost rates in place at the time of retirement, based upon the lowest coverage level maintained for twenty-four (24) months directly preceding retirement, with the employee's percentage discount applied as outlined herein.
- F. Retiring bargaining unit members retiring in good standing, who meet the requirements outlined herein and who do not participate in the BSO Group health plan at the time of retirement from BSO, may elect to receive a monthly stipend equal to the premium amount paid by the Sheriff utilizing the lowest single coverage cost rate in place at the time of retirement with the employee's percentage discount applied as outlined herein. The stipend shall cease the month immediately following the member reaching Medicare eligibility.
- G. Employees who elected to continue coverage in the BSO Group Health Insurance may at a later date cancel the coverage and elect to receive a monthly stipend equal to the stipend available at the time of separation/retirement. Employees are only eligible to elect the monthly stipend upon cancellation of their active participation in the BSO Group Health Insurance Plan.
- The employee must send written notification to BSO 30 days prior to the date they wish to terminate the coverage.
 - Termination of coverage must be the end of the month.
 - Employees will have 30 days from the last day of coverage to rescind their cancellation and maintain health insurance through the Broward Sheriff's Office.
 - Once cancellation of health coverage takes effect, the retiree will begin receiving monthly stipend payments based on the amount equal to the stipend available at the time of separation/retirement.

Employees electing the monthly stipend may not re-enroll in the BSO Group Health Insurance at a future date.

Stipends shall cease the immediate month following the member Medicare eligibility. Bargaining unit members retiring who no longer wish to participate in the health plan will not be eligible to re-enter the BSO health plan at any time in the future.

- H. Each bargaining unit member who qualifies for retirement under the Florida Retirement System (FRS) or from a contract city pension plan retiring in good standing, is eligible to continue a twenty-four thousand-dollar (\$24,000) life insurance policy under the group rates at the retiree's expense.

ARTICLE 32

TERMS OF AGREEMENT

This Agreement commences effective October 1, 2024 until September 30, 2027 and shall remain in full force and effective until September 30, 2027. The parties agree to reopen Article 10 - Compensation and Benefits during the term of this agreement in accordance with the terms set forth in Article 10.1 and all other provisions shall remain in effect through September 30, 2027.

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**

FEDERATION OF PUBLIC EMPLOYEES

Gregory Tony
Date: 5/29/25

[Signature]
Date: 5/29/25
By: Deputy Norman Lebron
Director

**TERRENCE LYNCH
GENERAL COUNSEL
OFFICE OF GENERAL COUNSEL**

[Signature]
Date: 5/29/25

Federation of Public Employees Negotiating Team:

Athol Clayton



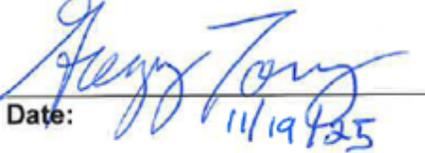
May 7, 2025

ARTICLE 32

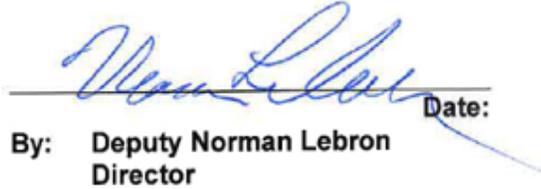
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**GREGORY TONY
SHERIFF OF BROWARD COUNTY**


Date: 11/19/25

FEDERATION OF PUBLIC EMPLOYEES


Date: _____
By: Deputy Norman Lebron
Director

**TERRENCE LYNCH
GENERAL COUNSEL
OFFICE OF GENERAL COUNSEL**


Date: 11/19/25

Federation of Public Employees Negotiating Team:



RATIFIED

October 17, 2025

APPENDIX B

**Deputy Sheriff – Detention and Detention Sergeant
Salary Schedule**

Effective 10/1/2025

Deputy Sheriff – Detention

Step	Annual
Cadet	\$60,300
1	\$67,000
2	\$70,350
3	\$73,868
4	\$77,561
5	\$81,439
6	\$85,511
7	\$89,786
8	\$94,276
9	\$98,990
10	\$101,464
11	\$104,001
12	\$106,601
13	\$109,266
14	\$111,998
15	\$114,797
Sergeant – Detention	
Step	Annual
1	\$98,990
2	\$103,939
3	\$109,136
4	\$114,593
5	\$120,322
6	\$126,338
7	\$132,655
8	\$139,288
9	\$142,770
10	\$146,340

**Civilian Bargaining Unit Members
Pay Plan**

Effective October 1, 2025

Job Classification	New Grade	Salary Min	Salary Max
Accounting Spec I	105	\$47,329	\$75,625
Accounting Spec II	107	\$52,180	\$83,377
Admin Specialist I	106	\$49,695	\$79,407
Admin Specialist II	107	\$52,180	\$83,377
Administrative Support Spec	104	\$45,075	\$72,024
Aircraft Technician	115	\$77,094	\$123,186
Cadet - Detention	01	\$60,300	\$60,300
Case Filing Specialist	106	\$49,695	\$79,407
Civil Process Server	106	\$49,695	\$79,407
Civil Process Server Supervisor	112	\$66,597	\$106,412
Civil Process Specialist I	106	\$49,695	\$79,407
Civil Process Specialist II	108	\$54,789	\$87,546
Civil Writs Specialist	109	\$57,529	\$91,923
Clerical Specialist	102	\$40,884	\$65,328
Code Inspector	109	\$57,529	\$91,923
Commissary Supervisor	109	\$57,529	\$91,923
Community Service Aide	107	\$52,180	\$83,377
Confinement Status Spec I	108	\$54,789	\$87,546
Confinement Status Spec II	109	\$57,529	\$91,923
Confinement Status Spec III	111	\$63,425	\$101,345
Courier	101	\$38,938	\$62,300
Courier Supervisor	105	\$47,329	\$75,625
Court Bailiff	106	\$49,695	\$79,407
Crime Analyst	111	\$63,425	\$101,345
Crime Scene Technician I	109	\$57,529	\$91,923
Crime Scene Technician II	112	\$66,597	\$106,412
Crime Stoppers Specialist	106	\$49,695	\$79,407
Custodian	102	\$40,884	\$65,328
Detention Aide	104	\$45,075	\$72,024
Detention Audio Video Tech	112	\$66,597	\$106,412
Detention Facilities Maintenance Sup	114	\$73,423	\$117,320
Detention Law Library Spec	106	\$49,695	\$79,407
Detention Technician	107	\$52,180	\$83,377
Digital Forensic Assistant	112	\$66,597	\$106,412
Digital Forensic Video Special	114	\$73,423	\$117,320
Digital Records Supervisor	114	\$73,423	\$117,320

Job Classification	New Grade	Salary Min	Salary Max
Digital Records Technician	112	\$66,597	\$106,412
Evidence Technician	108	\$54,789	\$87,546
Fire Equipment Technician	111	\$63,425	\$101,345
Fire Rescue Analyst	111	\$63,425	\$101,345
Fire Rescue Facilities Maintenance Super	114	\$73,423	\$117,320
Fleet Fuel Transport Driver	111	\$63,425	\$101,345
Fleet Service Specialist	112	\$66,597	\$106,412
Fleet Service Writer	115	\$77,094	\$123,186
Forensic Technician	108	\$54,789	\$87,546
I.D. Technician I	105	\$47,329	\$75,625
I.D. Technician II	106	\$49,695	\$79,407
Inmate Asset Specialist	108	\$54,789	\$87,546
Inmate Mail Specialist	105	\$47,329	\$75,625
Inmate Property Supervisor	110	\$60,405	\$96,519
Investigative Aide I	108	\$54,789	\$87,546
Investigative Aide II	111	\$63,425	\$101,345
Maintenance Specialist	109	\$57,529	\$91,923
Maintenance Technician	108	\$54,789	\$87,546
Marine Mechanic	112	\$66,597	\$106,412
Parking Enforcement Specialist	101	\$38,938	\$62,300
Photographer	109	\$57,529	\$91,923
Property Specialist I	106	\$49,695	\$79,407
Property Specialist II	108	\$54,789	\$87,546
Public Records Specialist	108	\$54,789	\$87,546
Public Records Supervisor	112	\$66,597	\$106,412
Public Records Technician	106	\$49,695	\$79,407
Purchasing Assistant	104	\$45,075	\$72,024
Records/Warrants Specialist	108	\$54,789	\$87,546
Records/Warrants Supervisor	112	\$66,597	\$106,412
Records/Warrants Technician	106	\$49,695	\$79,407
Reg Comm Duty Officer	19A	\$78,950	\$135,031
Reg Comm Trainee	10A	\$59,724	\$59,724
Regional Communications Operator I	11A	\$62,725	\$76,243
Regional Communications Operator II	13A	\$68,523	\$91,827
Regional Communications Operator III	16A	\$71,610	\$122,477
Senior Aircraft Technician	118	\$89,246	\$138,449
Senior Parking Enforce Spec	106	\$49,695	\$79,407
Senior Systems Technician	116	\$80,948	\$125,578
Strategic Intelligence Analyst	111	\$63,425	\$101,345
Systems Technician	112	\$66,597	\$106,412

Job Classification	New Grade	Salary Min	Salary Max
Terminal Agency Coordinator	114	\$73,423	\$117,320
Training Specialist	106	\$49,695	\$79,407
Treatment Caseworker	105	\$47,329	\$75,625
Video Production Specialist	109	\$57,529	\$91,923

Civilian Bargaining Unit Members

Salary Table

Effective October 1, 2025

Grade	Minimum	Maximum	1	2	3	4	5	6	7	8	9	10	11	12
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		
10A	\$59,724	\$59,724	\$59,724											
11A	\$62,725	\$76,243	\$62,725	\$65,861	\$69,155	\$72,612	\$76,243							
13A	\$68,523	\$91,827	\$68,523	\$71,949	\$75,546	\$79,323	\$83,290	\$87,454	\$91,827					
16A	\$71,610	\$122,477	\$71,610	\$75,190	\$78,950	\$82,897	\$87,042	\$91,394	\$95,964	\$100,762	\$105,800	\$111,090	\$116,645	\$122,477
19A	\$78,950	\$135,031	\$78,950	\$82,897	\$87,042	\$91,394	\$95,964	\$100,762	\$105,800	\$111,090	\$116,644	\$122,477	\$128,601	\$135,031
01	\$60,300	\$60,300												