

COLLECTIVE BARGAINING AGREEMENT

between the

BROWARD SHERIFF'S OFFICE



and the

INTERNATIONAL UNION OF POLICE ASSOCIATIONS

PROFESSIONAL

LOCAL 6030, AFL-CIO



OCTOBER 1, 2023 – SEPTEMBER 30, 2026

REOPENER OCTOBER 1, 2025

ARTICLE 11

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 a pay 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 the 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.

- 11.5 **Information Technology Division – On-Call Assignment** - The following job classifications within the Information Technology Division will receive on-call pay in the amount of \$42.86 daily when assigned on-call after the bargaining unit members scheduled shift.

Network Analyst
Senior Network Analyst

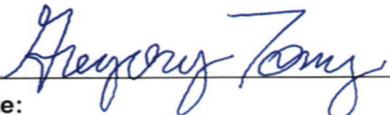
ARTICLE 29

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.

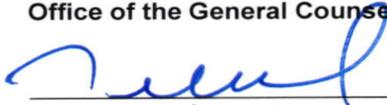
Gregory Tony
Sheriff of Broward County


Date: _____

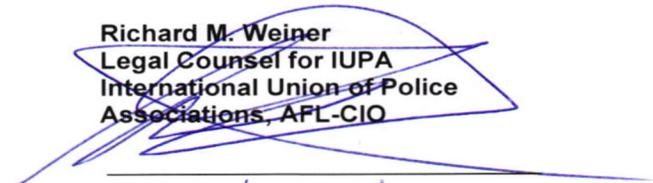
Kenya Deleveaux, President
International Union of Police
Associations, Local 6030, AFL-CIO


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: 2/24-0923

Witnesses:



On September 19, 2024

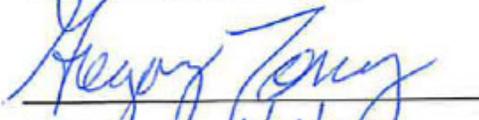
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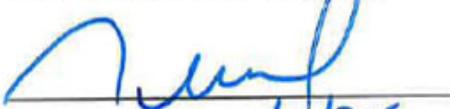
**Gregory Tony
Sheriff of Broward County**


Date: 11/19/25

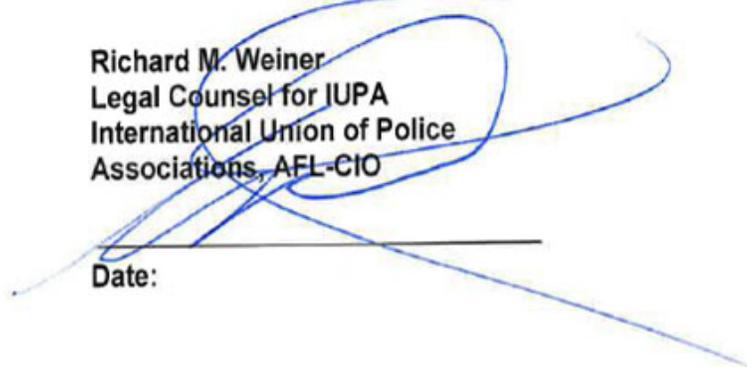
**Marguerite Joseph, President
International Union of Police
Associations, Local 6030, AFL-CIO**


Date: 11/19/25

**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
Accountability Specialist	111	\$63,425	\$101,345
Accountant I	111	\$63,425	\$101,345
Accountant II	114	\$73,423	\$117,320
Accountant III	116	\$80,948	\$125,578
Administrative Coordinator	110	\$60,405	\$96,519
Auditor	118	\$89,246	\$138,449
Background Investigator	111	\$63,425	\$101,345
Biometric Unit QA Specialist	116	\$80,948	\$125,578
Claims/Investigator Adjuster	115	\$77,094	\$123,186
Classifications Records Coord	109	\$57,529	\$91,923
Comm Programs Court Liaison	114	\$73,423	\$117,320
Comm Programs Supervision Specialist	111	\$63,425	\$101,345
Community Involvement Specialist	113	\$69,926	\$111,733
Community Job Dev Coordinator	113	\$69,926	\$111,733
Contract Coordinator	117	\$84,996	\$131,857
Contract Specialist	115	\$77,094	\$123,186
Crime Lab Quality Assurance Specialist	121	\$106,265	\$164,852
Crime Lab Technical Leader	121	\$106,265	\$164,852
Database Administrator	121	\$106,265	\$164,852
Detention Staffing Management Systems Spec	111	\$63,425	\$101,345
Detention Classification Specialist	111	\$63,425	\$101,345
Detention Program Specialist	111	\$63,425	\$101,345
Digital Forensic Examiner	116	\$80,948	\$125,578
DOD Records Custodian	106	\$49,695	\$79,407
Emergency Management Program Coordinator	118	\$89,246	\$138,449
Employee Development Specialist	117	\$84,996	\$131,857
Enterprise Messaging Systems Administrator	118	\$89,246	\$138,449
Fingerprint Analyst I	110	\$60,405	\$96,519
Fingerprint Analyst II	112	\$66,597	\$106,412
Fingerprint Analyst III	114	\$73,423	\$117,320
Forensic Scientist I	115	\$77,094	\$123,186
Forensic Scientist II	118	\$89,246	\$138,449
Forensic Scientist III	120	\$98,393	\$152,640
Geographic Info System Analyst	115	\$77,094	\$123,186
Geographic Info Systems Specialist	110	\$60,405	\$96,519

Job Classification	New Grade	Salary Min	Salary Max
Grants Coordinator	113	\$69,926	\$111,733
Graphic Designer & Prod Coordinator	113	\$69,926	\$111,733
Info Tech Systems Administrator	118	\$89,246	\$138,449
Inmate Mental Health Specialist	111	\$63,425	\$101,345
IT Project Coordinator	115	\$77,094	\$123,186
IT Systems Software Engineer	118	\$89,246	\$138,449
Learning Management Systems Specialist	114	\$73,423	\$117,320
Network Analyst	113	\$69,926	\$111,733
Occupational Health and Safety Specialist	113	\$73,423	\$111,733
Payroll Specialist	109	\$57,529	\$91,923
Planning Dev. & Fac. Specialist	113	\$69,926	\$111,733
Purchasing Agent I	113	\$69,926	\$111,733
Purchasing Agent II	115	\$77,094	\$123,186
Research & Development Coordinator	116	\$80,948	\$125,578
Research Specialist	113	\$69,926	\$111,733
Senior Auditor	121	\$106,265	\$164,852
Senior Background Investigator	113	\$69,926	\$111,733
Senior Claims/Investigator Adjuster	117	\$84,996	\$131,857
Senior Graphic Designer & Prod Coordinator	114	\$73,423	\$117,320
Senior Network Analyst	116	\$80,948	\$125,578
Senior Payroll Specialist	111	\$63,425	\$101,345
Senior Purchasing Agent	117	\$84,996	\$131,857
Social Media Specialist	113	\$69,926	\$111,733
Special Projects Coordinator	113	\$69,926	\$111,733
Substance Abuse Program Educator	115	\$77,094	\$123,186
Treatment Counselor I	113	\$69,926	\$111,733
Treatment Counselor II	114	\$73,423	\$117,320
Treatment Counselor III	115	\$77,094	\$123,186
Victim Advocate	114	\$73,423	\$117,320
Youth Services Counselor	109	\$57,529	\$91,923

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	
119	\$93,708	\$145,372	\$93,708	\$98,393	\$103,313	\$108,479	\$113,903	\$119,598	\$125,578	\$131,857	\$138,449	\$145,372	
120	\$98,393	\$152,640	\$98,393	\$103,313	\$108,479	\$113,903	\$119,598	\$125,578	\$131,857	\$138,449	\$145,372	\$152,640	
121	\$106,265	\$164,852	\$106,265	\$111,578	\$117,157	\$123,015	\$129,166	\$135,624	\$142,405	\$149,526	\$157,002	\$164,852	