

MEMORANDUM OF UNDERSTANDING

Leon County Sheriff's Office
and
Florida Police Benevolent Association, Inc.

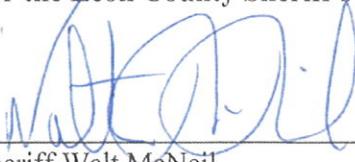
WHEREAS the Leon County Sheriff's Office through its authorized representatives, have consulted with the representatives of the Florida Police Benevolent Association, Inc. ("PBA") and both parties mutually agree to enter into this Memorandum of Understanding.

NOW THEREFORE, the parties agree to the following:

1. The Leon County Sheriff's Office will increase the compensation to \$125 bi-weekly for all members assigned to the Dive Team within the Deputy Sheriff bargaining unit in accordance with Amended Article 28, which is attached to this document.
2. The increase to the Dive Team stipend will take effect during the first full pay period in November 2022 and will not be retroactively paid to October 1, 2022.

All Parties represent they have read the **Memorandum of Understanding**, understand its contents, and have executed it voluntarily.

For the Leon County Sheriff's Office


Sheriff Walt McNeil
Leon County Sheriff's Office

09/28/22
Date

For the FL PBA


George J. Corwine
Chief Negotiator, Florida PBA

Sept 28, 2022
Date

AMENDED ARTICLE 28

WAGES

28.1 Employee Compensation

Compensation for members of the bargaining unit will be administered in accordance with LCSO General Order 22.1 (Employee Compensation), effective July 11, 2017, and this Agreement. The Association and the Sheriff agrees to support the goal of paying all overtime in lieu of granting compensatory leave unless the budget precludes payment of overtime, or the bargaining unit members elects to be paid in compensatory time.

28.2 Compensation for Fiscal Year 2023

- A. Effective October 1st, 2022, the base salary for a collective bargaining unit member employed full-time as a deputy sheriff will be set at \$46,614.00.
- B. Effective October 1st, 2022, the maximum base salary for a collective bargaining unit member employed full-time as a deputy sheriff will be set at \$89,640.97.
- C. A member of the collective bargaining unit whose base salary as of September 30, 2022, is less than \$67,720.00 will receive an increase of \$3,386.00 to their base salary.
- D. A member of the collective bargaining unit whose base salary as of September 30, 2022, is greater than \$67,720.01 will receive a five percent (5%) increase to their base salary.
- E. Effective April 1st, 2023, the base annual salary for a bargaining unit member shall be set at \$50,000. Effective April 1st, 2023, any member of the collective bargaining unit whose salary is less than \$50,000.00 shall have their salary increased to \$50,000.00. For example, if a member's salary on March 31st, 2023, is \$49,250.00, the member will receive a \$750.00 salary increase on April 1st, 2023.
- F. For Fiscal Year 2022-2023, the parties agree that the established Step Plan shall be paused. For Fiscal Year 2023-2024, the parties will have a mutual goal of addressing longevity for purposes of compensation.
- G. Any amount greater than \$89,640.97 will be provided to the collective bargaining unit member as a longevity bonus, paid in equal parts over the fiscal year (26 paychecks). For example, a collective bargaining unit member whose base as of September 30, 2022, is \$88,210.97 will receive a salary increase of \$1,430.00 bringing their salary to \$89,640.97 and a longevity bonus of \$3,052.05 (paid over 26 payments).

28.3 Assignment Pay

- A. Any unit member who has been placed in the below specialized assignment will receive an assignment pay, to be paid each pay period, while performing duties for the specialized unit. All unit members will be limited to two (2) assignments. Any decision by the Sheriff to appoint unit members to assignments, to move unit members from

assignments and thereby lose their assignment pay, shall be subject to the grievance procedures contained in this Agreement. The assignment pay will be provided in accordance with the following schedule and shall be effective October 1st, 2022.

SWAT Team	\$150 bi-weekly
Hostage Team	\$125 bi-weekly
Bomb Team	\$125 bi-weekly
Dive Team	\$100 <u>\$125</u> bi-weekly
Drone Team	\$100 bi-weekly
Field Training Officer (FTO)	\$100 bi-weekly
Field Training Officer II (FTOII)	\$100 bi-weekly
K-9 Unit	\$125 bi-weekly
Honor Guard	\$100 bi-weekly
Rapid Response Team	\$100 bi-weekly
Aviation (Pilot)	\$153.85 bi-weekly

B. Any member who is assigned to the K-9 unit shall receive one hour of the members Florida's minimum wage not to exceed seven (7) hours per pay period in addition to the above bi-weekly schedule.

C. Any member assigned to FTO or FTO II shall receive \$25.00 per day that the member generates a Daily Observation Report (DOR) when assigned a trainee in the Field Training Program in addition to the above bi-weekly schedule. The \$25.00 per DOR pay shall be entered into the bargaining unit member's Time Clock Plus payroll under a pay code designated by the Sheriff.

D. Any bargaining unit member assigned to a specialty team in Section 2.A above shall be expected to respond, for the specialty team purposes, in a timely manner when notified.

28.4 Detective Clothing Pay

Detectives (except Crime Scene Unit) will receive a clothing allowance of \$75.00 bi-weekly.