

**MEMORANDUM OF AGREEMENT BETWEEN
THE SHERIFF OF ALACHUA COUNTY AND
THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.
ON BEHALF OF THE BARGAINING UNIT FOR SUPERVISORS**

THIS MEMORANDUM OF AGREEMENT is made and entered into on this 16th day of OCTOBER, 2020, by and between the Florida Police Benevolent Association, Inc., hereinafter called the "Association" and the Alachua County Sheriff, hereinafter called "Sheriff".

WHEREAS, the parties wish to afford the members in the supervisor unit the benefit of an increase in Wages, and

WHEREAS, such an agreement is contemplated and authorized by Article 31, Section 2 of both contracts;

NOW, THEREFORE, the parties agree as follows:

The Amendment to Article 23, Employee Compensation and Wages, with the accompanying Appendix C, as attached, will become effective on October 1, 2020.

RECOMMENDED FOR THE SHERIFF



Col. David B. Huckstep, Chief Deputy

10/15/2020

Date

APPROVED BY THE SHERIFF



Sadie Darnell, Sheriff

10/15/2020

Date

APPROVED FOR THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.



Robert S. Stafford, President

10/16/2020

Date

**ARTICLE 23
EMPLOYEE COMPENSATION AND WAGES**

Section 1 – Employee Compensation

Compensation for members of the bargaining unit will be administered in accordance with ACSO Directive Number 332 (Employee Compensation). The Association agrees to support the Sheriff's goal of paying all overtime in lieu of granting compensatory leave, unless the budget precludes payment of overtime. Any other time or leave taken will not be considered hours worked for the purposes of overtime computation.

Section 2 – Step Plan

A ten-year step plan is established for the ranks of sergeant and lieutenant, as reflected in Appendix C. The salary of employees in the bargaining unit shall be adjusted based upon their years of service in their rank each October 1 through the term of this Agreement.

A. Effective October 1, 2017, any bargaining unit member who has previously served as a Detention Officer or Detention Deputy at the Department of the Jail, will have all of those years of service at the Department of the Jail credited toward their Deputy Sheriff Pay Plan.

B. Beginning October 1st, 2018, any bargaining unit member that is "frozen" in the Step Pay Plan will be unfrozen and moved to the next highest step. Each subsequent year, the bargaining unit member will continue to move forward from that point in the Step Pay Plan.

Section 3 – Specialty Pay

For the Sheriff



Colonel David Huckstep
Sheriff's Chief Labor Negotiator

Date

9/30/2020

For PBA



Robert S. Stafford
Chief Negotiator

Date

9/30/2020

A. Deputies assigned to the following specialized units will be compensated in their biweekly paycheck in accordance with following schedule:

- 1) Back-up Rural Services Deputy - \$50.00
- 2) Flight Pay for JAU pilot - \$383.04
- 3) Flight Pay for Back-Up JAU pilot - \$50
- 4) K-9 handler - \$196.70 subject to increases in minimum wage
- 5) Patrol Field Training Deputy - \$20.00 per daily observation report completed, when actively training
- 6) Patrol Field Training Deputy Supervisor - \$25, and an additional \$75.00 when actively supervising trainees assigned to their designated team.

B. A step plan is established for Special Teams listed below, as reflected in Appendix D. The stipend of employees in the bargaining unit shall be adjusted based upon their years of service each October through the term of this Agreement.

- 1) Negotiations Response Team
- 2) Crowd Management Team
- 3) Bomb Team
- 4) Marine Operations/Recovery Team
- 5) SWAT Team
- 6) Honor Guard Team
- 7) Clandestine Lab Team
- 8) Critical Incident Stress Management Team
- 9) Motor Unit

For the Sheriff


Colonel David Huckstep
Sheriff's Chief Labor Negotiator

Date

9/30/2020

For PBA


Robert S. Stafford
Chief Negotiator

Date

9/30/2020

10) Back-up Tactical Flight Observers

11) Team Commanders listed in 1 through 10 above will receive a stipend of \$50.00 per pay period in addition to their placement in the Special Teams Step Plan.

C. Members assigned to more than one specialized unit will receive only one specialty pay; however, personnel listed in section 3A may receive their designated specialty pay and one other specialty pay.

D. Members will be individually responsible for notifying the Human Resources Bureau via ACSO form that he or she is nearing an anniversary date as outlined in Appendix D. The member shall make this notification no later than August 30. If the member fails to notify the Human Resources Bureau, the Sheriff shall not be liable for any retroactive pay.

E. Members who leave a special team and return to the same special team at a later time will have their total number of years with that team count in the step plan. Example: member A served for (3) three years and (7) seven months on the Crowd Management Team and then resigned from said team. Two years later, Member A is re-appointed to the Crowd Management Team. Member A will re-enter the Special Teams Pay Step Plan and will be credited for (3) three years of time thus beginning his or her time in the (3) three year pay step of \$40.00 per pay period. The seven months of previous service will be forfeited because the entire year of service was not completed.

F. Members who leave a special team and are subsequently appointed to a different special team will start at step 1. Example: Member B serves (8) eight years on the Honor Guard and resigns from said team earning \$50 per pay period. One year later, Member B is appointed to the SWAT Team. Member B will begin the Special Teams Pay Step Plan at the first step of \$30.00 per pay period for SWAT and will receive no credit for his or her previous service on the Honor

For the Sheriff


Colonel David Huckstep
Sheriff's Chief Labor Negotiator

9/30/2020
Date

For PBA


Robert S. Stafford
Chief Negotiator

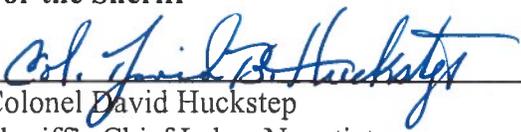
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Guard.

G. Members who are on two (2) special teams will receive the step for the team he or she has been on the longest.

H. Members who are on two (2) special teams and leave one of those teams will receive the step for the team on which they remain.

For the Sheriff



Colonel David Huckstep
Sheriff's Chief Labor Negotiator

9/30/2020
Date

For PBA



Robert S. Stafford
Chief Negotiator

9/30/2020
Date

Appendix C
Sergeants and Lieutenants Pay Step Plan
3% Multiplier

Completed Years in Rank as of October 1, 2020										
Rank	0 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year
Sergeant	\$ 55,199	\$ 57,406	\$ 59,129	\$ 60,903	\$ 62,730	\$ 64,611	\$ 66,550	\$ 68,546	\$ 70,603	\$ 72,721
Lieutenant	\$ 69,551	\$ 71,637	\$ 73,786	\$ 76,000	\$ 78,280	\$ 80,628	\$ 83,047	\$ 85,538	\$ 88,105	\$ 90,748

 10/16/2020
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