



COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION

COASTAL FLORIDA PUBLIC EMPLOYEES ASSOCIATION

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March 18, 2022

To: All Brevard County Sheriff's employees

Subject: ADJUSTMENTS TO THE TENTATIVELY AGREED TO CONTRACTS
RESULTING FROM MEMBERSHIP MEETINGS THIS WEEK.

On Tuesday and Wednesday of this past week membership meetings were held at the County Commission Building, located in Viera. The employees attending voiced several questions relating to leave as well as associated pay.

As a result, I contacted the Chief Negotiator for Sheriff Ivey and we were able to discuss and adjust the Sheriff's Personal Leave and Hazard Leave proposals as related to your questions. We sincerely hope the adjustments and proposal overview enclosed below address the questions regarding the Tentative Agreement.

The contract voting will occur on March 22nd and March 23rd, 2022. The voting locations consist of: North, South, East, West, Canaveral (Precincts), CIS (Gus Hipp) and the Jail Complex (Conference room). PEA Representative Mary Moseman will be responding to the Parkway facility and offsite locations to assist with civilian votes.

Voting times are as follows:

Precincts and Jail Complex 3:30 p.m. to 7:30 p.m.

CIS 1:00 p.m. to 5:00 p.m.

Please review the enclosed information below as prepared by BCSO Chief Negotiator Mark Sugerman Esquire.

Please call me at 321-508-3797 if you have any questions regarding voting locations or times.

Thank you,

AL Boettjer, CFPBA
CFPBA/CFPEA Chief Negotiator

***Proposal overview from the BCSO Chief Negotiator Mark Sugerman Esquire:**

Pay:

- Sworn employees to receive approximately @15% in salary pay increases/steps (not including incentives) over the next 3 years, with starting pay up to \$50,648.
- It is anticipated that 21 Corrections Deputies (currently in steps 1-6) will receive a pay increase (new practice) for recognizing previous experience as a certified Corrections Officer.

Leave Comparison:

Current Contract	New Contract Proposal
<ul style="list-style-type: none">• 132 Hours Holiday Leave Cap• Holiday pay 1 ½ time for all hours actually worked• No Personal Leave negotiated in previous contracts• Emergency Leave 1 ½ time regular pay per hour worked, 1 hour Emergency Leave accrual for each hour worked.• Bereavement Leave 40 hours• Light Duty injured at work not to exceed 60 days.• No Hazard Leave negotiated in previous contracts.	<ul style="list-style-type: none">• Still maintain current Holiday Leave bank balance• Holiday pay 2 times regular pay• 36 Hours Personal Leave Annually• Emergency Leave 2 ½ time regular pay per hour worked. Maintain current Emergency Leave bank balance• Bereavement Leave 5 days• Light Duty injured at work not to exceed 81 days. (*Additional 21 days)• 40 Hours Hazard Leave in Year One, 24 Hours Hazard Leave in Years Two and 24 hours year Three (No Hazard Leave bank balance Cap)

Education Incentives:

- 37 Corr Deputies will receive \$120 additional annually for AA
- 29 Corr Deputies will receive \$240 additional annually for BA
- 2 Corr Deputies will receive \$480 additional annually for MA
- Total sworn Cor/LEO employees receiving an increase for education incentive: 348

Clothing/Boot Stipend:

- 898 BCSO employees will receive an additional \$30 each year for clothing/boots

Emergency Leave:

- Currently All employees who work an emergency will receive immediate compensation @ 1.5 times hourly rate and 1 hour accrual for each our worked. New contract provides immediate compensation @ 2.5 times hourly rate. The average hours worked by an employee during Hurricane Dorian was 25. A Step 3 deputy who works 25 hours during an emergency will receive \$1,340.00 in pay for 25 hours worked.

Bereavement Leave:

- In calendar year 2021, 14 sworn employees on 12-hour shifts who lost a family member supplemented the 40-hour bereavement maximum with their personal leave accruals (total hours 131.75, 4 to 18.5 leave hours per employee used). This will no longer be necessary.

Light Duty:

- Currently, light duty days for employees injured at work (not malicious injuries), are limited to 60 days. The new contract has extended light duty days for employees injured at work (not malicious injuries by 21 days, for a total of 81 days of leave with the ability to work light duty.

Hazard Leave:

- There was no Hazard Leave negotiated in the current contract, CFPBA/CFPEA and the Sheriff created an MOU in December 2020 to provide 80 hours of Hazard Leave accrual for those employees working during the pandemic. The new contract will increase Hazard Leave by 88 hours over the next 3 years.

Worth Noting:

- *Note, **NO** BCSO employee has worked every holiday (10 or 11 minus 1 birthday) durig last calendar year and only 5 employees worked 9 of the 10 holidays.
- Currently the 11th holiday (birthday) doesn't result in Holiday pay, it is compensated at straight time (1.0) with an hour for hourleave accrual for hours worked.
- The difference between current contract and the new contract will result in holiday pay @ 2.0 per hours worked on the employee's Birthday.
- Currently 49 sworn members are capped out of Holiday Leave accrual & 75 sworn members of are less than 2 days from reaching the cap of Holiday Leave.
- 1,260.52 Holiday hours were lost by sworn members in calendar year 2021 due to unused leave exceeding the leave bank cap.
- The majority of Corrections Deputies choose to receive pay for OT hours pay in lieu of accruing comp leave. Currently, there are 2 Corrections Deputies (not supervisors) that are at the cap for Comp Leave accrual, there are 65 who have under 10 hours of Comp Leave accrual, and there are 151 that have "0" Comp Leave accrual. Employees will continue to have the option to choose comp accruals in lieu of OT.