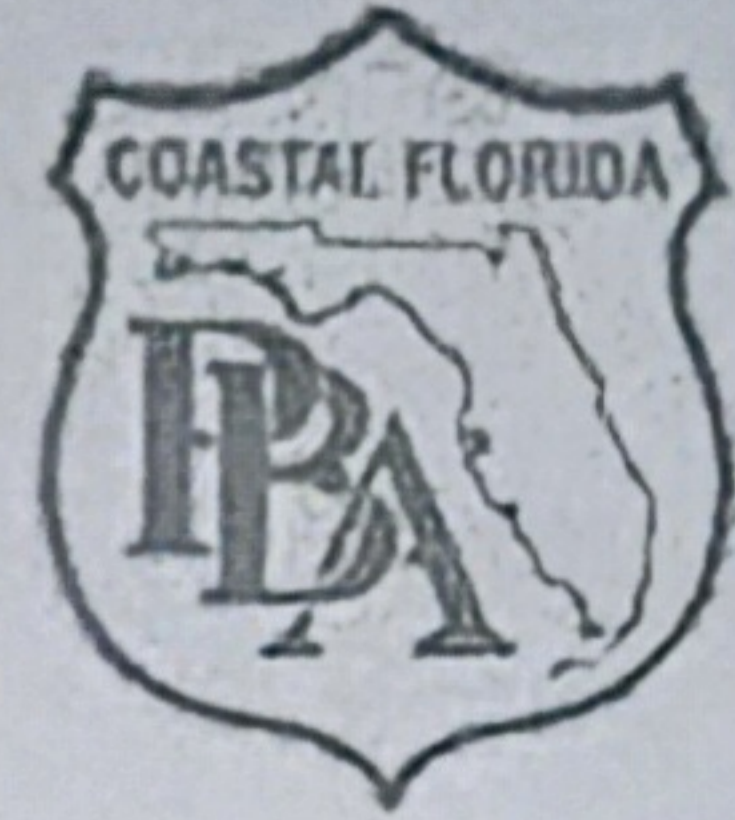


NEWSLETTER

Coastal Florida PBA



Bullet Points Regarding BCSO Contract for 2026 – 2028

GUIDE FOR PATROL DEPUTY CLASS

FYI - Prior to the 2026-2028 contract, there is a MOU for the last year of 2023-2025 with a wage adjustment to move the starting pay to \$54,808.00 for 2025. (A previous MOU was adopted 10/23 that was set to move starting pay to \$52,168.00 next month. This MOU would be replaced with the new MOU if passed).

BELOW, YOU WILL FIND THE ARTICLES WITH A SUMMARY OF CHANGES. PLEASE REFERENCE THE ACTUAL CONTRACT FOR THE ENTIRETY OF THE CONTRACT LANGUAGE. This can be found on the Sheriff's Office Portal (RESOURCE TAB), in DMS, or on the Coastal Florida PBA website under contracts.

20.B.02 Accrual of Leave - Leave accruals were rounded up but based on 24 pay periods instead of 26 pay periods to equal the same accrual amounts as the previous contract. (NO CHANGE TO TOTAL AMOUNTS).

20.B.02 - Accrual of leave for 15+1-day max is 432 hours. CAP ADDED AS DESCRIBED BELOW.

20.B.04 - Max Accrual; effective 07/5/2025, unit members who have accrued more than their designated accrual limit will temporarily stop earning additional A/L. The accrual will resume when their balance has dropped below their designated cap. (Previous language allowed you to exceed the 400-hour cap provided you were below the 400-cap by March 31).

20.C.02 – Personal Leave Each January and Each July first pay period of the month; all members shall have 30 hours of personal leave added to personal leave banks. TOTAL OF 60 HOURS PER YEAR. This is use within one calendar year from the time received.

22.14 Tuition Reimbursement C. increased amount to from \$3000 to \$5,250.00

25.05 Compensatory Time C. Lump Sum (cash out) payment up to forty (40) hours of comp time can be cashed out before September 30th.

25.06 Holiday Compensation The language was updated but not changed. "Everyone" will be paid for 11 holidays at their straight time rate for the number of hours equivalent to their current permanent work schedule. – If you work the holiday, you will be paid your hourly straight time rate in addition to the above paid holiday. (The word "double time" is not used in the updated language; however, you are essentially being paid double time if you work the holiday).

Contact Marlon Buggs by Email @ marlon@cfpba.us (Personal Email Addresses Only).

27.01 SALARIES *MOU for 2023-2025 contact to adjust starting salary to \$54,808.00*

2026 Starting Salary increase to \$58,115.20 (longevity increased to \$1,700).

2027 Starting Salary increases to \$61,609.60 (longevity increased to \$1,800).

2028 Starting Salary increases to \$65,312.00 (longevity increased to \$1,950).

~ SEE PAY PLANS FOR COMPLETE STEP PLAN

28.02 Clothing Allowance

C. increased from \$150 to \$300 ---Clothing allowance increase - May be used towards Life Scan at a discounted rate. Coordinated through HR.

APPENDIX - Holidays - Removed Birthday and Added President's Day to Holiday list. (Traded the Birthday Holiday to Add President's Day).

Non-Contract – Administration will no longer charge the employee for cell phone. (12.50 per pay period).

Throughout, some contract language was updated (cleaned up) but did not change the content or definition of the article.

This was created to provide guidance as you review the contract. The articles listed are the articles that have been updated, changed, altered, or negotiated with a change that changes the article. Please review the current contract in full for complete information to better understand the changes.

QUESTIONS REGARDING CONTRACT INFO TO DATE:

YES – THE PATROL DEPUTY AND PATROL LT./SGT. CLASS HAVE MORE NEGOTIATION DATES. The next meeting is February 3, 2025. LT./SGT. 0930-1100 AND DEPUTY 1100-1230.

YES – THE STEP PLAN WOULD REMAIN AT TWENTY STEPS.

YES – HOLIDAY OBSERVED WOULD REMAIN AS NON-PRODUCTIVE HOURS.

YES – ALL SPECIALTY PAYS RATES WOULD REMAIN THE SAME.

YES - DEPUTY REPS SUBMITTED A COUNTER PROPOSAL REGARDING SOME CONTRACT LANGUAGE AND THE WAGE ARTICLE.

YES – ONCE THE REPS TENTATIVELY AGREE (T/A) – DEPS WILL HAVE AN OPPORTUNITY TO VOTE.

YES – WHAT YOU SEE ABOVE IS WHERE WE ARE CURRENTLY AT WITH THE CONTRACT.

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