



Agenda Item Summary

File #: 25-00121

Agenda Date: 2/25/2025

Agenda Item Name:

Raises for Sworn Law Enforcement, Certified Detention Officers and Certified Detention Deputies

Presenter:

Sheriff Chad D. Scott and Undersheriff Joshua C. Crews

Description:

Raises for Sworn Law Enforcement, Certified Detention Officers and Certified Detention Deputies

Recommended Action:

We respectfully ask the Commission to hear the presentation on our proposal to implement a 3.8% raise for Sworn Law Enforcement Officers, Certified Detention Officers, and Certified Detention Deputies, bringing the starting salary to \$55,014. At the conclusion of our presentation, we ask that the Commission support our proposal to fund these raises from within our existing budget during the current fiscal year. Additionally, we are asking the Commission to commit to allocating additional funds in the budget for the upcoming fiscal year to not only sustain the above but increase our base salary for these positions to \$57,500.

Prior Board Motions:

Not Applicable

Fiscal Note:

521 – Law Enforcement \$460,921

523 – Jail \$ 396,183

711 – Bailiffs \$ 72,925

Total - \$930,029

BoCC OMB Note: The BoCC added an additional ~\$486,000 above the already appropriated raises for all BoCC funded employees to the FY25 budget to allow every certified law enforcement officer to start at \$55,000. This additional amount did not include relieving perceived compression. OMB analysis indicates that there should be an adequate budget within lapse salary to cover the request for FY25. We would recommend the FY26 request be included in the FY26 Budget request from ACSO for consideration over the summer. The request to move to \$57,500 appears to be ~4.5% request.

Strategic Guide:

Public Safety

Background:

The Alachua County Sheriff's Office seeks to increase the wages of our Sworn Law Enforcement Officers, Certified Detention Officers, and Certified Detention Deputies. It is essential that we offer competitive compensation, not only to acknowledge the service and dedication to the profession, but also to improve our recruitment and retention efforts. This adjustment will assist us in being closer to parity with other agencies of similar size and scope.