



# Alachua County Commission Presentation February 25<sup>th</sup>, 2025

ALACHUA COUNTY SHERIFF'S OFFICE  
SWORN/CERTIFIED SALARY PROPOSAL



# Current Vacancies

- ▶ Law Enforcement
  - ▶ 38 Current Vacant Positions
    - ▶ Includes Patrol, Traffic Unit, Detectives, Warrants Investigators, Supervisor Positions
    - ▶ This number represents current unfilled positions. We have some Cadets/Trainees in various phases of training.
- ▶ Department of the Jail
  - ▶ 68 Current Vacant Positions
    - ▶ Includes Detention Officers, Detention Deputies, and Sworn/Certified Supervisor positions



# Department of the Jail Recruiting

- ▶ Recent agreement with DOJ PBA Members
- ▶ “any bargaining unit member who had a previous separation of ~~twenty-four (24) months (730 days)~~ thirty-six (36) months or less, will be given credit for their previous years in the Step Pay Plan provided the separation and re-hire was after October 1, 2020.”
- ▶ Contacting employees who separated in 2022 (Major Keith)
- ▶ Increased staffing would help reinstitute/institute specialty programs like Paws on Parole, GED Program, Domestic Violence Program



# Proposed Step Pay Plan Increase of 3.8%

- ▶ Current starting salary for Detention Officers, Detention Deputies, and Deputy Sheriffs is **\$53,000**
- ▶ A 3.8% increase to the step plan would bring the starting salary to **\$55,014**
- ▶ The ACSO can fund this increase from within for the remainder of this fiscal year
- ▶ Request for the BOCC to commit to funding the increase in FY 25/26 with a further goal of increasing starting pay for sworn/certified to **\$57,500** on October 1<sup>st</sup>, 2025



# Budget Impact

CFO Justice

<b>3.8% Effective Feb 1st - Funded Within</b>				
	Function		BoCC	ACSO
Function	Title	Cost	Funded	Fund from Within
521	Law Enforcement	\$639,472	(\$178,551)	<b>\$460,921</b>
523	Jail	\$684,143	(\$287,960)	<b>\$396,183</b>
711	Bailiffs	\$91,393	(\$18,468)	<b>\$72,925</b>
	<b>Total</b>	<b>\$1,415,008</b>	<b>(\$484,979)</b>	<b>\$930,029</b>



# Questions/Comments