



I.U.P.A. LOCAL 6021

INTERNATIONAL UNION OF POLICE ASSOCIATIONS
BROWARD LIEUTENANTS ASSOCIATION
THE VOICE OF LAW ENFORCEMENT OFFICERS

August 19, 2024

Sheriff Gregory Tony
Broward County Sheriff's Office
2601 W Broward Blvd,
Fort Lauderdale, FL 33312

Dear Sheriff Tony:

The International Union of Police Associations (IUPA) Local 6021, Broward Lieutenants Association, represents members who are employed as law enforcement lieutenants at the Broward County Sheriff's Office (BSO). The IUPA Local 6021 has been conducting research into salary and benefits statistics between BSO, the Palm Beach Sheriff's Office (PBSO), and the Miami-Dade Police Department (MDPD). The IUPA Local 6021 has uncovered that MDPD and PBSO compensate their law enforcement lieutenants at a top out salary that is approximately 7 percent higher than BSO's top out salary for law enforcement lieutenants. Sent with this letter is a salary analysis report from IUPA Local 6021 that this union respectfully requests you and your administration reviews.

The salary gap between these agencies will unfortunately worsen in the coming years. Over the next three years, PBSO has committed increasing salaries an additional 16 percent and MDPD over the next two years will increase salaries an additional 7 percent. BSO currently has no cost-of-living adjustment increases in place for law enforcement lieutenants or any other sworn law enforcement officers. Considering where PBSO and MDPD law enforcement lieutenant salaries will be in the next few years due to cost-of-living adjustments, the salary for BSO law enforcement lieutenants needs to be increased at a minimum of 25 percent for BSO to be competitive with PBSO and MDPD. This salary increase will allow BSO to excel in recruitment and retention.

The IUPA Local 6021 also discovered that BSO as a full-service public safety agency is underfunded when compared to what PBSO and the Palm Beach County Fire Rescue (PBFR)



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are provided in terms of funding. Also sent with this letter to you is a letter that the IUPA Local 6021 has sent to the Broward County Board of Commissioners providing information that further explains that BSO is underfunded by Broward County compared to the funding that Palm Beach County provides PBSO and PBFR. The IUPA Local 6021 respectfully requests you and members of your administration review the letter sent to the Broward County Board of Commissioners. The IUPA Local 6021 supports your efforts as Sheriff and BSO's efforts as an agency to obtain added funding for BSO so we can fix shortcomings in pay and benefits effecting law enforcement lieutenants.

The IUPA Local 6021 will continue to advocate for law enforcement lieutenants to have increases in their salaries and will support efforts by you as Sheriff to accomplish this. The IUPA Local 6021 is still actively conducting research on other benefits statistics which will be analyzed as the information is obtained and ultimately forwarded to you and members of your administration for review. The IUPA Local 6021 looks forward to assisting BSO with ensuring salaries and benefits for law enforcement lieutenants are improved.

Respectfully submitted,

Matt Cowart

President, I.U.P.A. Local 6021