



I.U.P.A. LOCAL 6021

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

September 5, 2024

Broward County Board of Commissioners and Broward County Administrator
Room 421
115 S. Andrews Ave,
Fort Lauderdale, FL 33301

Dear Broward County Board of Commissioners and Broward County Administrator:

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). On August 19th, 2024, IUPA Local 6021 sent the Broward County Board of Commissioners a letter urging more funding for the Broward County Sheriff's Office (BSO). The IUPA Local 6021 has been observing this matter evolve since sending its August 19th, letter in support of BSO requesting additional funding from Broward County.

There is no denying that effective recruitment and retention is paramount to having a successful public safety agency. Underpaid salaries can devastate any agency's ability to recruit and retain employees effectively. In 2022, Broward County residents unfortunately dealt with the adverse effects of staffing shortages due to underpaid salaries for BSO's Regional Communications dispatchers. The staffing shortage was ultimately remedied with additional funds provided to BSO by the Broward County Commission to substantially increase salaries. The increased salaries fixed the recruitment and retention issue and ultimately improved public safety for Broward County's approximately 1.9 million residents. It is imperative that the Broward County Commission assist BSO in providing the appropriate funding to ensure a similar situation such as to what occurred with the 2022 staffing crisis for dispatch does not repeat itself through another group of BSO employees.

This union would like to provide the Broward County Administrator and the Broward County Board of Commissioners additional information to urge them to support additional funding



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for BSO. According to an analysis of the 2023 Florida Department of Law Enforcement (FDLE) Criminal Justice Agency Profile Reports, this union discovered the following. BSO reported a total of 244 lost to attrition and 259 hired for a net gain of 15. The Miami-Dade Police Department (MDPD) and the Miami-Dade Department of Corrections and Rehabilitation (MDCR) reported a combined total of 309 lost to attrition and 428 hired for a net gain of 119. The Palm Beach County Sheriff's Office (PBSO) reported a total of 122 lost to attrition and 154 hired for a net gain of 32.

This union has also discovered the following through public records requests. BSO currently employs approximately 1,644 sworn law enforcement officers and currently has 48 sworn law enforcement officer vacancies. PBSO currently employs approximately 1,676 sworn law enforcement officers and currently has 31 sworn law enforcement officer vacancies. MDPD currently employs approximately 3,175 sworn law enforcement officers and currently has 58 sworn law enforcement officer vacancies. Although this union is focusing primarily on law enforcement statistics, it also discovered that BSO currently has 137 sworn detention deputy vacancies.

When analyzing the above, BSO sustained the smallest net gain when comparing attrition and hiring statistics to PBSO, MDPD, and MDCR. BSO despite employing the least number of law enforcement officers has more sworn law enforcement officer vacancies than PBSO. Although MDPD employs approximately 93% more sworn law enforcement officers than BSO, MDPD's total number of vacant sworn law enforcement officer positions were only approximately 21% higher than BSO. While these other departments are already outperforming BSO at recruitment and retention, they will widen that gap. As the IUPA Local 6021 highlighted in the August 19th, 2024, letter to the Broward County Commission, PBSO and MDPD were paying their sworn law enforcement lieutenants a maximum salary approximately 7% higher than what BSO pays. PBSO will be increasing salaries 16% over the next three years and MDPD will be increasing salaries 7% over the next 2 fiscal years. PBSO, MDPD, and MDCR outperforming BSO in terms of vacancies and combatting attrition can ultimately be attributed to the fact that they are able to invest more in improving salaries than BSO which is very impactful with recruitment and retention given the current state of



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this economy. Meanwhile, BSO does not have any cost-of-living adjustment in place for any sworn law enforcement officers and the current funding allotted to BSO will not allow for an appropriate increase in salaries to correct the recruitment and retention issue underway.

This union further analyzed Broward County and Palm Beach County millage rates in 2018-2019 and 2023-2024, to observe if there have been any changes in the countywide millage rates, not including countywide voted debt, and evaluate the overall increase in tax revenue generated by each county's respective millage rate. For fiscal year 2018-2019, Broward County's millage rate was 5.4792 and generated just over \$1.03 billion dollars in tax revenue from the millage rate. For fiscal year 2023-2024, Broward County had a millage rate of 5.5492 and generated approximately \$1.51 billion dollars in tax revenue from the millage rate. Broward County has seen an approximately 46% increase, approximately \$475 million dollars more, in tax revenue from the countywide millage rate alone from fiscal year 2018-2019, to fiscal year 2023-2024. For fiscal year 2018-2019, Palm Beach County's millage rate was 4.7815 and generated approximately \$900 million dollars in tax revenue. For fiscal year 2023-2024, Palm Beach County had a countywide operating millage rate of 4.5, a .2815 decrease from 2019-2020, which generated approximately \$1.3 billion dollars in tax revenue. Palm Beach County has seen an approximately 45% increase, approximately \$408 million dollars more, in tax revenue from the countywide millage rate alone from fiscal year 2018-2019, to fiscal year 2023-2024, all while being able to slightly decrease the countywide millage rate by .2815.

For fiscal year 2018-2019, BSO's general fund adopted budget to include Regional Communications was approximately \$557 million dollars, approximately 54% of the Broward County tax revenue generated from the millage rate. In fiscal year 2023-2024, BSO's general fund adopted budget to include Regional Communications was approximately \$744 million dollars, approximately 49% of the Broward County tax revenue from the adopted millage rate. This reflected a 5% decrease in the amount of funding allocated from the tax revenue received from the millage rate from fiscal year 2018-2019. BSO's funding in fiscal year 2023-2024, was approximately 33% higher than in fiscal year 2018-2019. Over the five-year period from fiscal year 2018-2019, to fiscal year 2023-2024, BSO's general fund allocation increased



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\$186 million dollars, which represents approximately 39% of Broward County's \$475 million added in tax revenue from the millage rate mentioned above which equates to an average of 7.8% per year. When comparing BSO's overall funding from Broward County from the adopted millage rate revenue from fiscal year 2018-2019, to 2023-2024, BSO's adopted budget was funded at approximately 5% less from Broward County's total adopted millage rate tax revenue that was generated. This 5% decrease can be attributed to BSO only being provided approximately 39% of the added \$475 million dollars in tax revenue that Broward County received. Given Broward County's recent history of public safety challenges from active killers to staffing shortages, as a County, we cannot afford to have a decrease in the percentage allocated for public safety from the tax revenue brought in from the countywide millage rate. This is a trend that this union strongly recommends the Broward County Board of Commissioners reverse immediately for the betterment of public safety for Broward County's approximately 1.9 million residents.

The IUPA Local 6021 also examined BSO's funding for contract city services. For fiscal year 2018-2019, BSO's law enforcement contract services were funded at approximately \$239 million dollars. For fiscal year 2023-2024, BSO's law enforcement contract services were funded at approximately \$294 million dollars. The total increase from fiscal year 2018-2019, to 2023-2024, was an increase of approximately \$56 million dollars for an overall increase of 23% which equates to average increase of 4.6% per year.

Palm Beach County and Miami-Dade County are seen drastically investing more into improving salaries in the upcoming fiscal years which have the greatest impact on any department's budget. There appears to be less acceptance to this sort of increase in Broward County, and not just in the 5% less BSO is provided by the Broward County Board of Commissioners from tax revenue generated from the millage rate, but also with contract cities. As recently as 2021, we saw then Broward County Mayor Steve Geller attend a meeting with numerous city officials from various cities that contracted with BSO for public safety services where then Mayor Geller stated BSO's asking for 5% increases to its budget was not sustainable. Then Mayor Geller also suggested that contract cities should introduce competition to BSO to try and keep costs low for public safety throughout various Broward



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County cities. The last thing on a victim's mind when they are facing a deadly situation is how much the police response costs, but rather that law enforcement arrives quickly and handles the situation immediately to keep them safe. Having a high number of vacancies and struggling to recruit qualified applicants will devastate any public safety agency's ability to effectively protect the community. Public safety should be the last area in our society where elected officials ever try to minimize costs.

While BSO receives resistance to 5% increases, Palm Beach County and its cities embrace funding public safety and because of it PBSO is committing an average of more than 5% in yearly salary increases alone for a combined 16% increase in salaries over the next three years. BSO's resistance to 5% increases from elected officials is all while Broward County has seen an increase of approximately 46% in tax revenue since fiscal year 2018-2019. This union also highlighted in its August 19th letter, that Palm Beach County despite having approximately 500,000 less residents than Broward County, committed approximately 365 more funded public safety positions and approximately \$400 million more to countywide public safety services for the PBSO and Palm Beach County Fire Rescue than Broward County commits to BSO.

As this union has stated before, unfortunately public safety tragedies have adversely impacted Broward County residents over the past decade from the escaped murder suspect in 2016, the mass shooting at the Fort Lauderdale-Hollywood International Airport in 2017, the mass shooting at Marjory Stoneman Douglas High School in 2018, and the Regional Communications staffing crisis in 2022. The Broward County Board of Commissioners should provide additional funding from Broward County and be supportive of contract cities in also providing BSO more funding. Given Broward County's recent history of public safety issues, BSO's current inability to substantially combat attrition based on the analysis of the FDLE Criminal Justice Agency Profile Reports, BSO's inability to fill vacancies efficiently based on the comparison to Palm Beach and Miami-Dade, and the drastic discrepancy in salary increases between BSO and comparable departments like MDPD and PBSO, added funding and resources is the only realistic solution. The Broward County Board of Commissioners cannot continue the trend of decreasing the percentage BSO is allocated from tax revenue



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obtained from the millage rate and should not oppose, but rather support contract cities increasing added funding for BSO.

The IUPA Local 6021 urges the Broward County Board of Commissioners to adequately fund BSO, advocate to contract cities to adequately fund BSO, and place the safety of Broward County residents as its top priority.

Respectfully submitted,

Matt Cowart

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

Exhibits (Click for Link):

Broward County Government:

- [Fiscal Year 2024 Budget in Brief: Page 39 contains the countywide millage rate and adopted taxes from the millage rate and page 40 contains the FY 19-20 millage rate](#)
- [Fiscal Year 2019 countywide millage rate and tax revenue generated is on page 1](#)

Palm Beach County Government:

- [Fiscal Year 2019 Budget Report for Palm Beach County: Page 49 contains the countywide \(general fund\) millage rate and tax revenue generated](#)
- [Fiscal Year 2024 Budget in Brief Report for Palm Beach County: Page 7 contains the countywide millage rate and adopted tax revenue generated](#)



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- [FY 2020 Proposed budget- page 15 contains the adopted FY 2018-2019 budget](#)
- [FY 2025 Proposed budget- page 14 contains the adopted FY 2023-2024 budget](#)