



I.U.P.A. LOCAL 6021

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

January 22, 2025

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

Dear Sheriff Tony:

On January 15th, 2025, the International Union of Police Associations (IUPA) Local 6021, Broward Lieutenants Association, prevailed in an election conducted by the Public Employee Relations Commission (PERC) and will become the certified bargaining union for Broward Sheriff's Office (BSO) law enforcement lieutenants. As you are aware, I previously served as the president of the IUPA Local 6020, the certified bargaining union for approximately 1,500 law enforcement deputies and sergeants at BSO. During that time, we had an extremely productive working relationship and accomplished a lot. The members of the IUPA Local 6021 share that sentiment and want nothing more than to have a productive working relationship with you and your administration to improve pay and benefits for the betterment of the membership and BSO as an agency. Excelling in these areas will also be very beneficial for overall public safety for the residents and visitors of Broward County.

One of our major accomplishments to improve recruitment and retention for law enforcement throughout the State of Florida was combining our efforts during the 2023 legislative session to conduct well over one hundred joint meetings with state legislators to improve Florida Retirement System (FRS) benefits such as returning the retirement eligibility to 25 years of service and increasing the DROP interest rate percentage. While these FRS changes were monumental, the return of the cost-of-living adjustment (COLA) for the FRS pension is something I recommend we both jointly pursue legislatively to strengthen BSO's ability to recruit and retain the most qualified personnel. The I.U.P.A. Local 6021 requests your assistance in yet another joint effort to ask legislators to support and pass legislation to return the 3 percent COLA for all current and retired special risk members of the FRS pension plan. Doing this on a united front will greatly increase our chances of getting this accomplished as we have seen in the past when we have jointly pursued improvements to the FRS. The IUPA Local 6021 would be extremely grateful and



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appreciative of any support you can provide, and we look forward to discussing this matter further with you and your administration.

Sheriff Tony, it is our shared goal to improve salary and benefits to improve recruitment and retention for BSO. Through an agency ordered salary study and salary statistics compiled by the IUPA Local 6021, it is clear increases are needed in pay and benefits. Neighboring departments like the Palm Beach Sheriff's Office and Miami-Dade Sheriff's Office are surpassing BSO in pay and other benefits. Your efforts and commitment to improving pay and benefits recently resulted in an approximately \$20,000 increase to the top out salary for detention lieutenants at BSO which will greatly improve internal and external recruitment and retention. The IUPA Local 6021 looks forward to working with you to increase pay and benefits on the law enforcement side as well so that BSO can be the most sought-after public safety agency for applicants to seek employment.

While BSO and the IUPA Local 6021 understand the importance of investing in public safety, there are unfortunately elected officials outside of BSO who seek to limit and even reduce spending for public safety. The IUPA Local 6021 remains committed to working with you and BSO to ensure the agency receives the funding it needs to increase pay and benefits and to ensure its members have the best equipment to keep the community safe.

The IUPA Local 6021 respectfully requests an introductory meeting with you at your earliest convenience following PERC officially declaring the IUPA Local 6021 as the certified bargaining union so that we can discuss goals of the union and its members. The IUPA Local 6021 is optimistic that as we engage in collective bargaining with BSO that much will be accomplished that will benefit both sides. The IUPA Local 6021 looks forward to meeting with you to discuss what are likely to be our shared goals for the members and BSO.

Respectfully submitted,

Matt Cowart

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