Broward Sheriff's Office

Proposed Budget FY 2026/2027

Sheriff Gregory Tony, Ph.D.

Competitive Salary Study

Sheriff Gregory Tony, Ph.D.

Recruit & Retain

Recent salary study addresses BSO's ability to recruit and retain talent; providing competitive salary ranges and maintaining an inclusive pay plan.

Value

A competitive salary reflects the value placed on the challenging work undertaken by BSO personnel.

Quality Employees

Research indicates higher salaries and incentives return higher quality employees.

Proposal

FY 26-27 Proposed Budget includes funding to implement the salary study proposal for civilian, law enforcement and fire rescue staff, as well as third-year funding for sworn detention personnel.

Study Submitted

A full copy of the salary survey has been submitted as part of the Proposed Budget.

Workforce Attrition

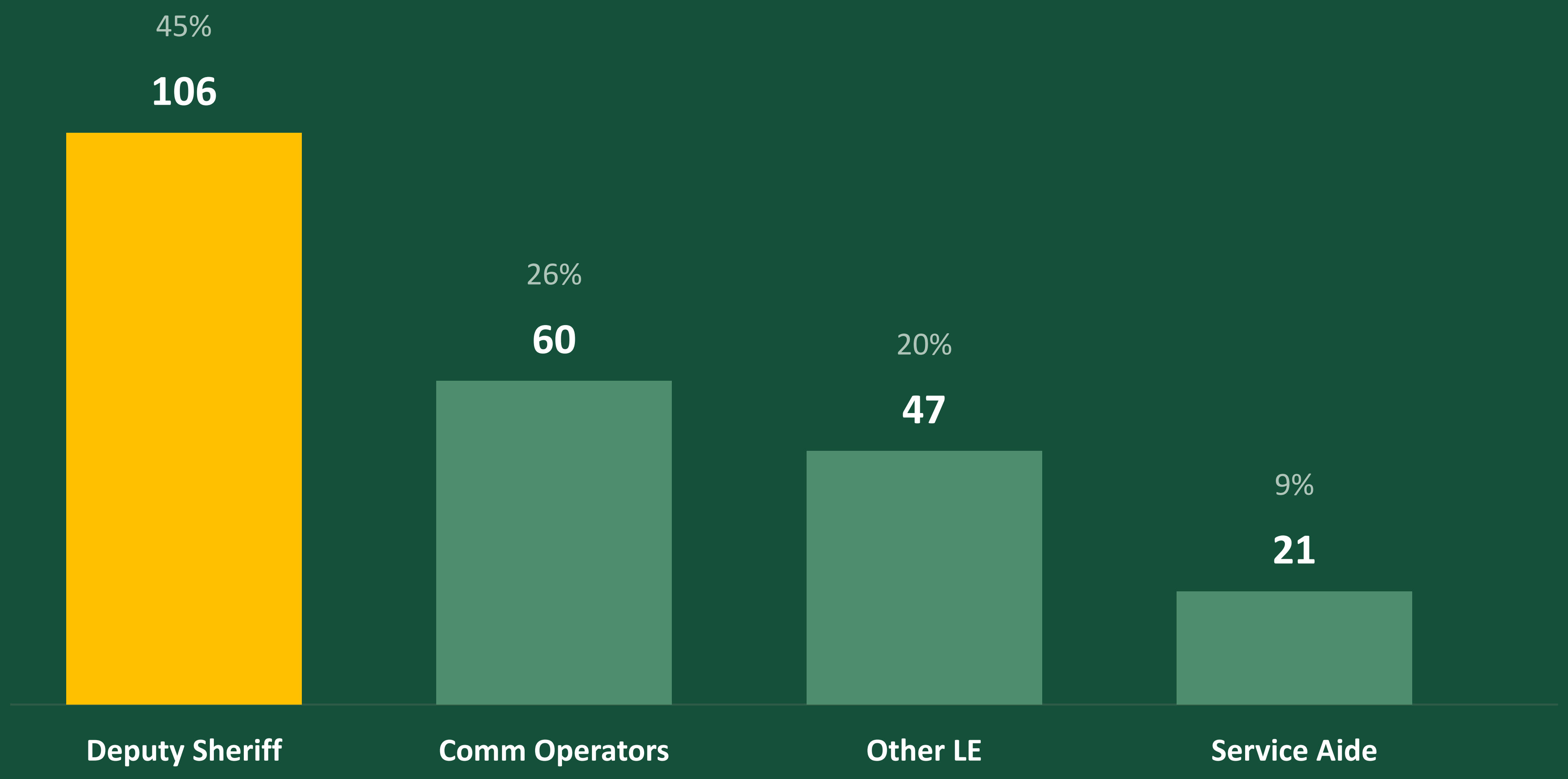
Sheriff's Office Broward County

Sheriff Gregory Tony, Ph.D.

234 of Law Enforcement's 689 voluntary resignations (34%) left specifically for another job — and half were gone within three years.

WHO WE'RE LOSING

Law enforcement employees who left for a competing job, by role:



Gold = sworn deputies *— nearly half of all Law Enforcement losses to competitors.*

THE SCALE

234 left for a competing employer

34% of all Law Enforcement voluntary exits

51% gone within their first three years

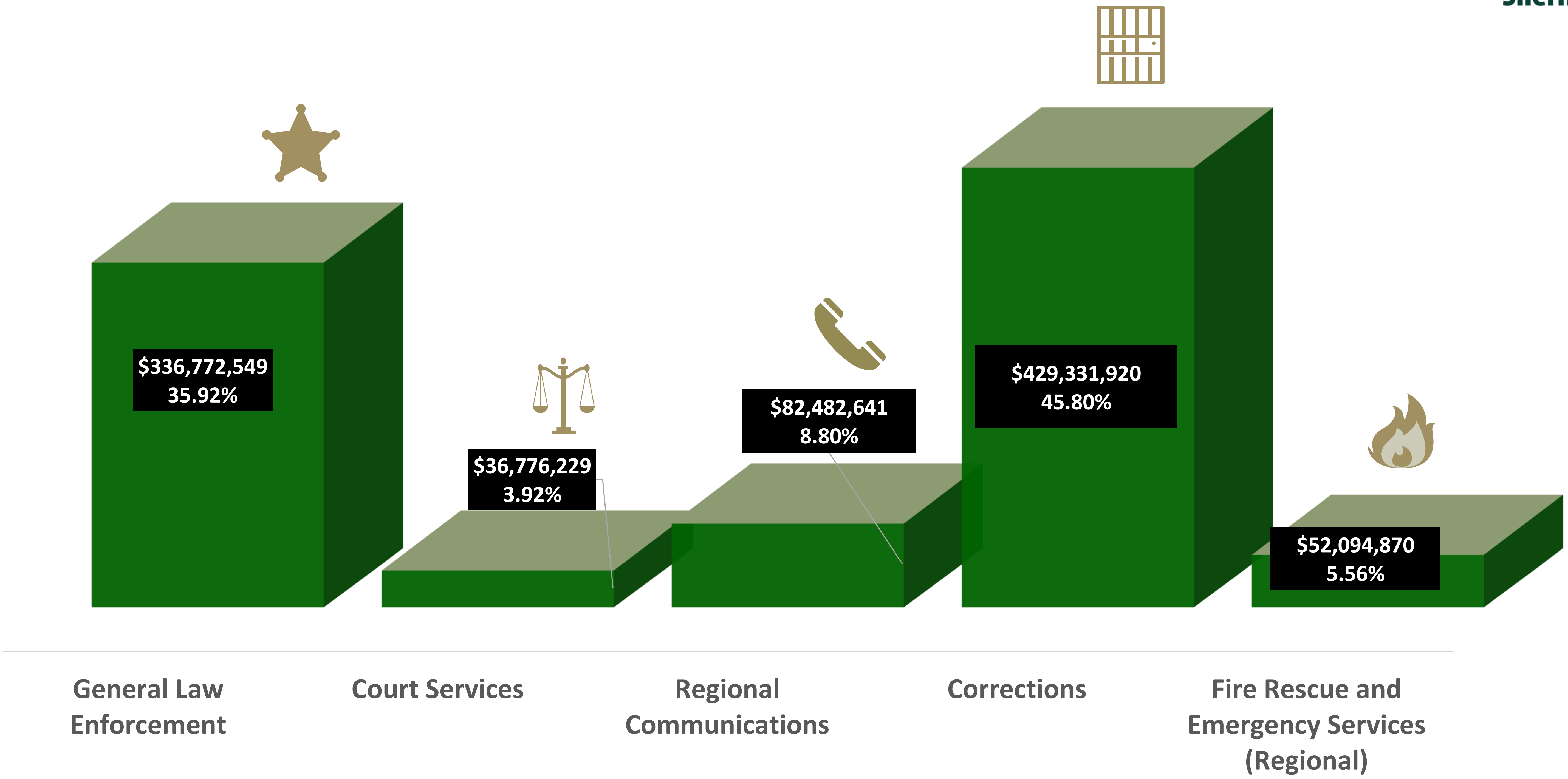
THE TARGET

106 deputies recruited away

Sworn DLE deputies are the single most-poached role — drawn to competing agencies for higher pay, better schedule, and assignment. Each loss restarts a lengthy recruit-hire-and-train cycle.

FY 27 Regional Budget by Function

Sheriff Gregory Tony, Ph.D.



Regional Budget Comparison
FY 27 Proposed vs. FY 26 Proposed

Sheriff Gregory Tony, Ph.D.

Category	FY 26 Proposed Budget	FY 27 Proposed	Increase / Decrease	Percentage Change
Personnel Services	$702,891,609	$758,420,315	$55,528,706	7.90%
Operating Expenses	$168,657,884	$174,482,298	$5,824,414	3.45%
Capital Outlay	$15,279,799	$2,899,299	($12,380,500)	-81.03%
Transfer/Reserves	$2,257,029	$1,656,297	($600,732)	-26.62%
Totals	**$889,086,321**	**$937,458,209**	**$48,371,888**	**5.44%**

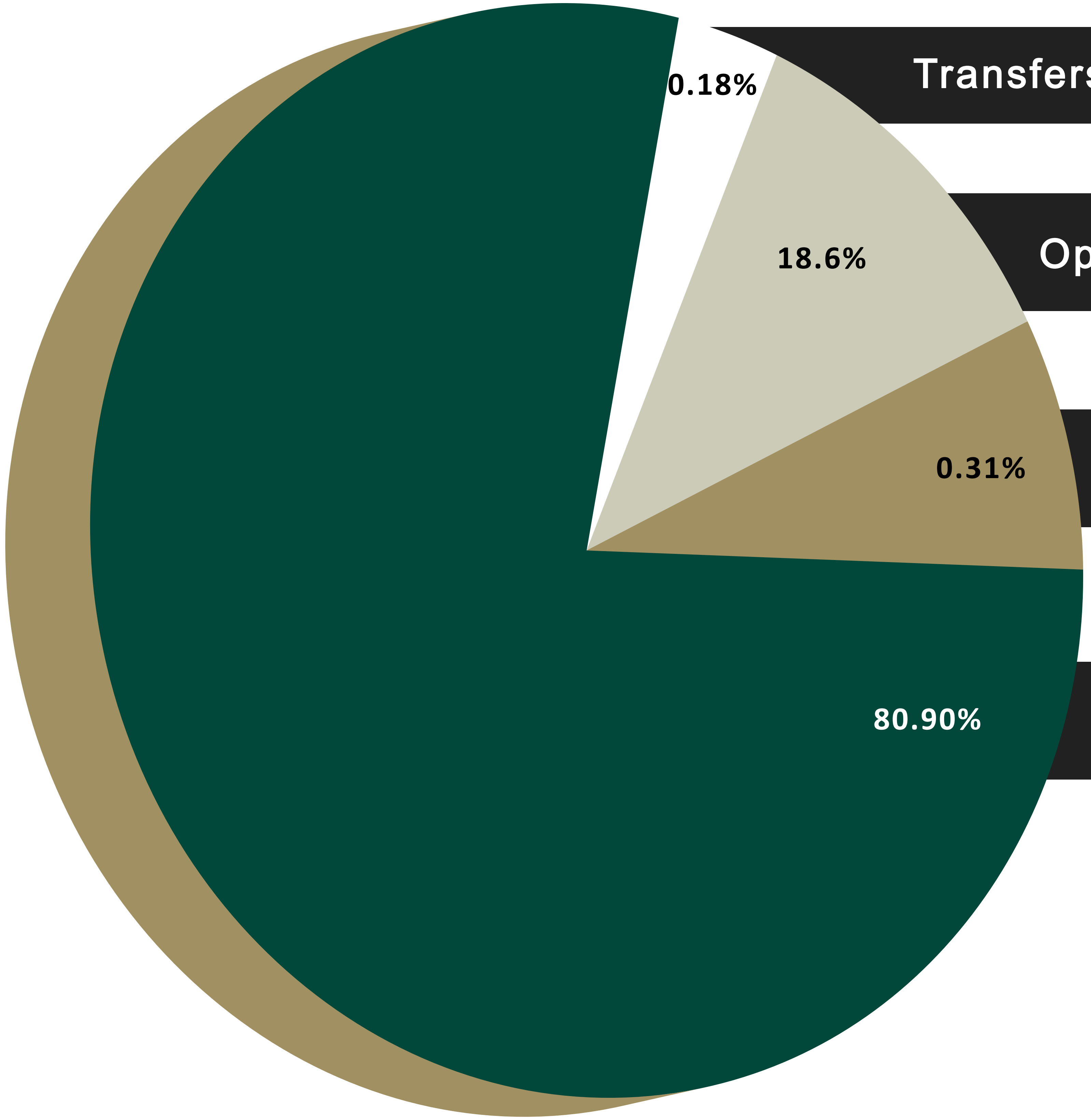
Regional Budget Comparison FY 27 Proposed vs. FY 26 Adopted

Sheriff Gregory Tony, Ph.D.

Category	FY 26 Adopted Budget	FY 27 Proposed	Increase / Decrease	Percentage Change
Personnel Services	$649,637,540	$758,420,315	$108,782,775	16.75%
Operating Expenses	$168,657,890	$174,482,298	$5,824,408	3.45%
Capital Outlay	$13,353,880	$2,899,299	($10,454,581)	-78.29%
Transfer/Reserves	$2,257,030	$1,656,297	($600,733)	-26.62%
Totals	**$833,906,340**	**$937,458,209**	**$103,551,869**	**12.42%**

FY 27 Regional Budget by Category

Sheriff Gregory Tony, Ph.D.



Transfers and Reserves - $1,656,297

Operating Expenses - $174,482,298

Capital Outlay - $2,899,299

Personnel Services - $758,420,315

New Positions: Regional Services

Sheriff Gregory Tony, Ph.D.

Department	Job Title	Head Count
Office of General Counsel	Assistant General Counsel Sr. Assistant General Counsel Litigation Assistant Senior Litigation Assistant	1.0 2.0* 1.0* 1.0*
Government Center Security	Deputy Sheriff-DLE	3.0
Fire Rescue Life Safety Education	Life Safety Educator	2.0*
Detention Management	Video Visitation Specialist Communications Manager Communications Supervisor	8.0** 1.0** 1.0**
Regional Communications	Duty Officer Assistant Site Manager	26.0 1.0
Training Division	Deputy Sheriff – DLE	2.0
Criminal Investigations	Deputy Sheriff – DLE	1.0
Digital Forensics Unit	Digital Forensics Examiner	1.0
Fire-Rescue / Air Rescue	Air Rescue Helicopter Pilot	1.0
Total Regional Services Positions Requested		**52.0**

*Previously funded by LETF / **Previously funded by federal source

FY 27 (HB 5205E) Pension Rates Revised

Sheriff Gregory Tony, Ph.D.

Class	FY 27 Proposed	FY 27 Revised	Total Increase / Decrease
Special Risk / Sworn	35.01%	38.36%	3.35%
Regular Class	13.70%	13.70%	0%
Senior Management	32.66%	32.66%	0%
DROP	21.82%	22.34%	0.52%

FY 27 (HB 5205E) Pension Expenses Revised

Sheriff Gregory Tony, Ph.D.

Category	FY 27 Proposed	FY 27 Revised	Total Increase / Decrease
General Law Enforcement	$39,437,672	$41,787,657	$2,349,985
Court Services	$1,076,671	$1,087,134	$10,463
Corrections	$49,671,219	$53,391,980	$3,720,761
Regional Fire Rescue	$6,965,710	$7,592,902	$627,192
Regional Communications	$6,497,617	$6,507,565	$9,948
TOTAL	**$103,648,890**	**$110,367,238**	**$6,718,348**

FY 27 Regional Operating Expenses

Sheriff Gregory Tony, Ph.D.

FY 27 Proposed vs FY 26 Proposed	FY 26 Proposed	FY 27 Proposed	Increase / Decrease
General Law Enforcement	$69,269,309	$78,457,926	$9,188,617
Court Services	$428,773	$419,956	($8,817)
Corrections	$90,028,488	$86,448,191	($3,580,297)
Fire Rescue & Emergency Services	$7,461,522	$7,670,874	$209,352
Regional Communications	$1,469,790	$1,485,351	$15,561
Total Regional Operating	**$168,657,882**	**$174,482,298**	**$5,824,416**

FY 27 Regional Operating Expenses

Sheriff Gregory Tony, Ph.D.

FY 27 Proposed vs FY 26 Adopted	FY 26 Adopted	FY 27 Proposed	Increase / Decrease
General Law Enforcement	$69,301,018	$78,457,926	$9,156,908
Court Services	$397,072	$419,956	$22,884
Corrections	$90,028,490	$86,448,191	($3,580,299)
Fire Rescue & Emergency Management	$7,461,520	$7,670,874	$209,354
Regional Communications	$1,469,790	$1,485,351	$15,561
Total Regional Operating	**$168,657,890**	**$174,482,298**	**$5,824,408**

FY 27 DOD Facilities Maintenance

Sheriff Gregory Tony, Ph.D.

Accounts	Increase / Decrease	Description
Utility Services	($3,200,000)	Electric and Natural Gas utilities for All Detention Facilities.*
Water & Waste Disposal	($2,900,000)	$2.4M for Water/Sewer and $500K for Waste Disposal for All Detention Facilities.*
Repair & Maintenance – Building & Grounds	($900,000)	Repair & Maintenance related building for All Detention Facilities.*
Repair & Maintenance – Service Contract	($1,400,000)	Repair & Maintenance related to service contract such as HVAC and Elevators for All Detention Facilities.*
Total	**($8,400,000)**	

** All detention facilities include the Main Jail, Central Intake, North Broward Bureau, Joseph V. Conte, Paul Rein Detention Facility, Stockade, and North Kitchen Warehouse.*

FY 27 Regional Capital Outlay

Sheriff Gregory Tony, Ph.D.

FY27 Proposed vs FY26 Proposed	FY 26 Proposed	FY 27 Proposed	Increase / Decrease
Equipment	$1,995,111	$0	($1,995,111)
Vehicles	$5,661,999	$0	($5,661,999)
Public Safety Radios	$3,480,592	$2,783,806	($696,786)
Building Improvements	$49,766	$0	($49,766)
Software	$180,000	$0	($180,000)
Computers	$40,000	$0	($40,000)
Fire – Aerial Suppression Apparatus	$2,350,000	$0	($2,350,000)
Fire - Hazmat Rescue Apparatus	$1,450,000	$0	($1,450,000)
Fire Rescue SCBA	$72,331	$115,495	$43,164
Total	$15,279,799	$2,899,301	($12,380,498)

FY27 Regional Capital Outlay

Sheriff Gregory Tony, Ph.D.

FY 27 Proposed vs FY26 Adopted	FY 26 Adopted	FY 27 Proposed	Increase / Decrease
Equipment	$1,747,210	$0	($1,747,210)
Vehicles	$5,195,000	$0	($5,195,000)
Public Safety Radios	$3,391,300	$2,783,806	($607,494)
Building Improvements	$49,770	$0	($49,770)
Software	$180,000	$0	($180,000)
Computers	$40,000	$0	($40,000)
Fire - Hazmat Rescue Apparatus	$2,704,750	$0	($2,704,750)
Fire Rescue SCBA	$45,850	$115,495	$69,645
Total	$13,353,880	$2,899,301	($10,454,579)

SHERIFF'S OFFICE
BROWARD COUNTY

Thank You

Sheriff Gregory Tony, Ph.D.