PETITION

ADMINISTRATION COMMISSION

STATE OF FLORIDA

IN RE:

Appeal of:

GREGORY TONY, PH.D.,
SHERIFF OF BROWARD COUNTY, FLORIDA

PETITION

COMES NOW, GREGORY TONY, Sheriff of Broward County, Florida, by and through his undersigned attorney, and by this Petition files his/her Appeal to the Administration Commission pursuant to the provisions of s. 30.49, F.S., from the action and decision of the Broward County Board of County Board of County Commissioners, of the proposed budget as submitted by the Petitioner for the operation of the Broward County Sheriff's Office for the Fiscal Year beginning October 1, 2025 and ending September 30, 2026, and in support of such petition attaches hereto copies of the budget proposed by the Petitioner, the budget as approved by the respondent Board of County Commissioners, and other documents prepared in the form and manner prescribed by the Executive Office of the Governor and approved by the Administration Commission, all of which are incorporated herein by this reference.

Petitioner asserts the following as the reasons and/or grounds for his/her appeal:

I. Introduction

Pursuant to s. 30.49(4)(a), Florida Statutes, Sheriff Dr. Gregory Tony, Sheriff of Broward County, Florida, (hereinafter, "Sheriff" or "BSO") files this appeal of the budget for fiscal year 2025/2026 (hereinafter "FY26"), adopted by the Broward County Board of County Commissioners (hereinafter "County"). BSO received written notice of the County's action on BSO's proposed budget for FY26 on October 17, 2025, and this appeal is timely filed within the statutorily required 30 days after receiving such written notice. *See*, Attachment G-5, Letter from Broward County Administrator to Sheriff Dr. Gregory Tony, dated October 17, 2025.[1]

II. The Broward Sheriff Office – A Full-Service Public Safety Agency

With over 5,500 employees, the Broward Sheriff's Office is the largest full-service public safety agency in the State of Florida, serving approximately 2 million residents in a 1,200 square mile service area, including Ft. Lauderdale-Hollywood International Airport and Port Everglades. In addition to traditional general law enforcement services, BSO provides correctional services at four (4) detention facilities housing an average daily

[1] Due to the number and size of the attachments to this narrative portion of the Sheriff's budget appeal, they cannot be appended to an email and are therefore being provided via a Dropbox link. An Attachment List is included following this narrative.

population of 3,800 inmates, of which approximately 40% are receiving mental health services provided by BSO. Conditional release and diversionary programs for the local judicial circuit are managed and operated by BSO. County-level fire-rescue and emergency medical services are provided by the BSO Department of Fire Rescue & Emergency Services. This relatively unique arrangement allows for close coordination and collaboration between law enforcement and fire rescue, especially during critical incidents. With over 400 communications operators, BSO also operates the largest E911 public safety communications network in Florida, serving both police and fire agencies across the county.

III. Grounds for Appeal

BSO's proposed budget for FY26, which incorporated a comprehensive salary study that determined BSO employee salaries were below market average, was delivered to the County on or about May 1, 2025, in accordance with the requirements of s. 129.03(2), Florida Statutes.[2] *See,* Attachment B-1, BSO FY26 Proposed Budget Cover Letter; Attachment B-2, BSO FY26 Proposed Budget Certificate; Attachment B-3, BSO FY26 Proposed Budget Highlights; and, Exhibit B-4, BSO FY26 Proposed Budget Book.

[2] Per Broward County Administrative Code, section 20.3, the County has fixed a date of May 1 of each year, rather than June 1, for the sheriff and the other constitutional officers to submit their tentative budgets to the County, as permitted by s. 129.03(2), Florida Statutes.

BSO's proposed regional services budget for all functional categories amounted to $1,009,053,253, which represents an overall 9% increase from the prior fiscal year.[3] The County approved a budget for BSO in the amount of $935,338,340, which represents an overall 3% increase from the prior fiscal year. This approved amount reflects a funding gap of $73,714,903[4] from BSO's proposed budget. Of this total reduction, $71,520,100 was reduced from the 'personnel service' budget category, and $2,194,803 was reduced from the 'capital outlay' budget category. *See*, Attachment G-2, County FY26 Adopted Budget-Operating.

To understand BSO's appeal of the FY26 budget, some historical background is required. In calendar year 2021 and 2022, BSO was faced with a challenge in recruiting E911 Regional Communication Operators to perform the call-taking and dispatch functions for the Broward County E911 Regional Communications System (hereinafter "E911 System"). These recruitment challenges caused understaffing that impacted performance. BSO understood that staffing of the E911 system was a critical public safety concern, as it is the

[3] The overall BSO budget is split into the "Contract Services" portion which consists of budgeted funds to deliver municipal public safety services to fourteen (14) municipalities under a special revenue-based service agreement and the "Regional Services" portion, which is funded via ad valorem taxes, as approved by the County Commission. The "Contract Services" portion of the BSO budget was fully funded and not part of this appeal process.

[4] This is the amount that BSO is appealing in this petition. BSO recognizes that there is a difference of $10 between the budget appropriation approved by the County Commission and the amount that BSO is appealing to the Administration Commission. Please refer to Exhibit A to this Petition for details.

first point of contact for Broward County residents and visitors to seek necessary emergency assistance. To address this concern, BSO sought additional funding from the County to increase salaries for the E911 operators. Ultimately, the County agreed to provide this funding via a supplemental appropriation process. Today, the E911 system is fully staffed with improved operating efficiency.

As a result of the experience with the deficient salaries for E911 operators, and facing recruitment and retention challenges in all aspects of BSO's operations, in 2023 and 2024 Sheriff Dr. Tony commissioned salary studies across all job disciplines within the agency. For this effort, BSO contracted with Evergreen Solutions, LLC, (hereinafter "Evergreen salary study") a well-known, well-respected vendor specializing in public sector salary studies, used by numerous sheriff's offices throughout the state. Additionally, numerous local governments in Florida, including many in Broward County, have utilized the services of Evergreen to remain competitive in the job marketplace.

The Evergreen salary study, completed in calendar year 2024, identified significant disparities in pay with other similar employers, including those within the County, within the state, and nationally, in all BSO job classifications. The study found that BSO salaries, as a

whole, were on average at least 19% below market average when adjusted for cost-of-living. *See*, Attachment A-1, Evergreen Salary Study Report, Section 4.2, pp. 4-6.

BSO's most significant concern with pay disparity at that time of the Evergreen salary study was in the sworn correctional officer positions within the Department of Detention (hereinafter "DOD") at the deputy, sergeant, and lieutenant ranks. The pay disparity in DOD sworn positions manifested itself in serious and concerning vacancy rates, ranging on average in excess of 160 sworn positions. These vacancies have resulted in the need to institute mandatory overtime to fill critical needs, furthering burdening an already overworked staff and risking staff safety.

Accordingly, in the FY25 budget, BSO targeted the DOD sworn positions as the first positions within the agency that BSO would seek increased funding based upon the results of the salary study. While the salary study found pay disparity across all positions in all disciplines, BSO determined that it would be more fiscally responsible to seek funding for the most critical need in DOD initially, and then seek additional funding in subsequent fiscal years for pay disparity in other positions.

During negotiations for BSO's FY25 budget, BSO presented data to the County on the serious vacancy rates for DOD, as well as information from the Evergreen salary study

showing the salary deficiencies for sworn DOD staff. Ultimately, the County approved an additional $24 million for DOD sworn deputy salaries, spreading that funding out evenly over a three-year period. While this was not ideal, since this results in a longer time period to bring salaries for sworn DOD staff to a competitive rate and thereby reduce critical staffing shortages in the jail, BSO accepted the County's funding proposal for these positions. *See*, Attachment K-1, BSO FY25 Budget Workshop Presentation; Attachment K-2, FY25 Budget Workshop Presentation; Attachment K-3, Letter from BSO to County dated August 22, 2025; Attachment K-4, Joint Letter from Unions to County dated August 27, 2024; and Attachment K-5, Budget Compromise Letter to County dated September 16, 2024.

To remain competitive in the marketplace for new recruits in all facets of BSO's operations, and to foster retention of BSO's most experienced and well-trained employees, BSO requested additional funding in FY26 for pay increases for all BSO positions in accordance with the Evergreen salary study recommendations. The need for the salary increases for BSO personnel is critical. BSO has been experiencing low recruitment in law enforcement, detention, and fire academies, as well as civilian support positions.[5] There is a limited pool of qualified candidates, and BSO is competing with other public safety

[5] For example, when comparing 2024 to 2025, the number of law enforcement applications submitted decreased by 22%, fire rescue applications decreased by 12% and civilian support applications decreased by 10%.

agencies and other public sector employers that are offering better salaries and significant signing bonuses, some in excess of $20,000, for new hires.[6]

To remain fiscally responsible, and to lessen the impact of the financial burden on the County and BSO's municipal contract partners, BSO has proposed to spread the salary increases requested in FY26 over two fiscal years. BSO's negotiations with our municipal contract services partners for police and fire services have been successful. BSO engaged with these partner cities to help them understand the pay disparities identified in the Evergreen salary study, and all have passed a budget for FY26 which includes funding for the necessary pay raises. Additionally, BSO has negotiated pay increases with all seven bargaining units that represent the vast majority of BSO employees. To date, six of these seven bargaining units have ratified contracts reflecting the salary increases included in BSO's FY26 proposed budget.[7] *See*, Attachment C-1, IAFF (Fire Rescue) Reopener Offer; Attachment C-2, IUPA 6020 (Law Enforcement Deputy/Sergeant) Reopener Signed; Attachment C-3, IUPA 6021 (Law Enforcement Lieutenant) Reopener Signed; Attachment C-4, IUPA 6006 (Civilian Professional) Reopener Ratified; Attachment C-5, IUPA 6030 (Civilian

[6] For example, Polk and Pinellas County Sheriff's Offices have offered a $20,000 signing bonus for experienced law enforcement and corrections deputies, plus moving expenses, and several other sheriffs' offices have offered signing bonuses ranging from $3,000 to $10,000.

[7] BSO is currently in negotiations with the seventh bargaining unit, and expects to have a contract ratified shortly with the increased salary adjustments.

Supervisory) Reopener Ratified; Attachment C-6, FOPE (Corrections Sworn and Civilian) Reopener Ratified; Attachment C-7, FOP (Corrections Lieutenant) Reopener Ratified.

The County's reduction of $71,520,100 from the 'personnel services' budget category of BSO's budget reflects the County's complete disregard for BSO's most critical resource – its employees. The County's reduction not only eliminates BSO's ability to provide empirically justified competitive salaries that have been approved by our municipal partners and employee bargaining units, but places BSO at a serious and continuing disadvantage to other employers in the market, jeopardizing critical public safety operations. The longer that BSO waits to realize these necessary salaries increases, the greater it will cost and the further BSO will fall behind other public safety/public sector employers competing for the same personnel resources, which will only exacerbate an already serious recruitment and retention problem.

IV. The FY26 Budgetary Process

Following BSO's submission of the FY26 budget proposal on May 1, 2025, the County scheduled several budget workshops over the summer. At the budget workshop on May 13, 2025, each of the county commissioners presented their FY26 funding priorities to the County Administrator. *See*, Attachment D-2, May 13, 2025, Budget Workshop,

Commissioner Priorities. Only one of the nine commissioners included public safety as a funding priority.

BSO's presentation at the budget workshop held on June 3, 2025, highlighted the Evergreen salary study as justification for the requested salary increases. Broward County's Office of Management & Budget also presented an overview of BSO's budget proposal, which reflected BSO's request for an increase to the personnel services budget category in order to provide for the much needed salary increases. *See*, Attachment D-4, FY26 BSO Budget Presentation, Attachment D-5, FY26 County-BSO Budget Presentation. The comments from the County Commissioners at this budget workshop were positive, generally reflecting the sentiment that BSO's FY26 budget proposal was a "reasonable" request, and that the County and BSO "were close." However, at the budget workshop on June 17, 2025, held just two weeks later, County Commissioners views on BSO's FY26 proposed budget were decidedly different, expressing the need to subject BSO's budget to a small percentage increase, despite knowing that BSO employee salaries were deficient and without consideration of the justifications presented by BSO at the previous budget workshop for the necessary salary increases.

In addition to these budget workshops, BSO's Chief Financial Officer (CFO) had regular communications with County Administration about the budget, including discussions about the Evergreen salary study and the need for the salary increases. County Administration did not provide any indication that there was a flaw in the Evergreen salary study, or that the increases in the personnel services line of BSO's budget proposal to implement the employee salary increases were unreasonable or not justified.

In the County's first public budget hearing held on September 4, 2025, the County proposed a budget that included a flat 3% increase in BSO's budget. This proposal represented a $73,714,903 reduction in BSO's original budget proposal, of which $71,520,100 was to be reduced from the personnel services budget category – i.e., salaries. *See*, Attachment E-2, County FY26 Recommended Budget-Operating; and, Attachment F-1, Schedule B, First Public Hearing.

In an effort to reach a resolution on BSO's FY26 budget, BSO's CFO reached out to County Administration seeking a compromise. BSO offered to reduce the budget request by a total of $15,279,799, which would still allow for the implementation of the salary study. The County rejected BSO's offer without explanation, and did not provide any potential counteroffers that might have led to a resolution.

V. County's adopted FY26 budget for BSO

As noted above, the County adopted a budget for BSO for FY26 in the amount of $935,338,340, on September 16, 2025, reflecting an arbitrary 3% budget increase, which represents an additional $22,821,240 in funding. This was made official in the County's notice of action taken on BSO's proposed budget, which was received on October 17, 2025. The County's reduction in BSO's budget proposal clearly reflects a determination by the County that BSO public safety employees do not merit compensation in parity with other local, state, and national public safety agencies and public sector employers.

Notably, the County's adopted budget for BSO reflected a reduction for fire and law enforcement services for the County's two most important critical infrastructure facilities – the Fort Lauderdale/Hollywood International Airport (Airport), and Port Everglades. For the Airport, these reductions totaled $8,122,260, of which police services were reduced by $5,796,620, and fire services were reduced by $2,325,640. For Port Everglades, these reductions totaled $9,235,110, of which police services were reduced by $4,094,430, and fire services were reduced by $5,140,680. This reduction included not only the proposed salary increases based upon the Evergreen salary study, but also eliminated all new staffing requests for the Airport and Port Everglades, including twenty-five (25) Airport Safety Officer

(ASO) positions at the airport, and four (4) deputy-sheriff positions at the Port Everglades. *See*, Attachment F-3, Schedule B, Second Public Hearing.

The County is well-aware that staffing at these two critical infrastructure facilities is deficient. For example, at the end of 2008, there were fifty-two (52) ASO positions employed by BSO at the Airport, serving an annnual passenger of load of 22,621,698. Since that time, the County has cut funding for ASO staffing at the Airport to the current level of 22 ASOs, handling an annual passenger load of 35,208,611. Despite this, the County rejected BSO's request to fund additional ASO positions for the Airport, and has sought no input or explanation from BSO on the need for these positions prior to reducing BSO's budget. This reduction to BSO's proposed budget for these services comes at the same time that the Airport reports a 6.9% increase in total operating revenues and a net revenue increase of 11.8%. *See*, Attachment H-1, FLL FY26 Budget Workshop Presentation.

Regarding staffing levels at Port Everglades, there are currently six (6) fewer deputy sheriffs assigned to protect that facility than there were in 2019, with the reductions as a direct result of County reducing the funding in BSO's budget. This is despite Port Everglades posting record numbers including a 13% projected increase in cruise passenger traffic for FY26 and a 6% increase in economic activity generated by Port Everglades. Additionally, Port

Everglades is set to open an expanded convention center along with the new 29-story Convention Center Omni hotel and outdoor amphitheater later this year. *See*, Attachment I-1, Port Everglades FY26 Budget Workshop Presentation; and, Attachment I-2, Port Everglades Cruise Facts.

Similarly, the County eliminated a $2,194,803 capital request in BSO's proposed budget needed to replace an ambulance at a regional HAZMAT station, a new Self-Contained Breathing Apparatus (SCBA) for firefighters, and a replacement ambulance for unincorporated areas of the county. Again, the County did not make any inquiries to BSO about the need for these capital requests prior to cutting them from BSO's proposed budget.

VI. County's reduction in BSO's proposed budget was arbitrary and capricious

Black's Law Dictionary defines actions as "arbitrary and capricious" when they are willful and unreasonable without consideration or in disregard of facts or law. *Black's Law Dictionary 105 (6th ed. 1990)*.

On March 27, 2025, Sheriff Dr. Tony received a letter from the Broward County Administrator and the Mayor to advise him that the County was forecasting decreases in sales tax and property tax revenues, which was expected to result in either modest growth or declining growth in the General Fund. *See*, Attachment D-1, Letter from Broward County

Administrator and Broward County Mayor to Sheriff Dr. Gregory Tony, dated March 27, 2025. The apparent purpose of this letter was to pressure the Sheriff to keep his next fiscal year budget proposal in check despite the County having no information about the Sheriff's priorities and budgetary needs for public safety for FY26.

While it is certainly understandable for a county to provide its prediction of funding available for the next fiscal year, counties do not have the authority to pressure a sheriff to reduce its budget request before it has even been submitted, which is what the County's letter to the Sheriff was intended to do. Rather, pursuant to Chapter 30, Florida Statutes, the Sheriff is required to "annually prepare and submit to the board of county commissioners a proposed budget for carrying out the powers, duties, and operations of the office for the next fiscal year." s. 30.49(1), Fla. Stat. Nothing within Chapter 30 requires, or even suggests, that a sheriff conform to the County's budget limitation requests when submitting the proposed budget. If that were true, then counties would have complete authority over a sheriff's budget, without consideration of public safety needs. This is contrary to the clear legislative directive that the independence of the sheriff 'shall be preserved' in all aspects of his or her operations, and in managing his or her budget. *See* s. 30.49(12), Fla. Stat.; and, s. 30.53, Fla. Stat.

The County's campaign to pressure the Sheriff to reduce BSO's FY26 based upon speculation about future revenues and prior to having any understanding of BSO's budget priorities and needs for FY26, was clearly taken without consideration of facts necessary for the County to make a well-informed decision on BSO's budget requests. That theme has generally pervaded the entire FY26 budget process.

And, even prior to the BSO's presentation of the FY26 budget proposal, the County knew that BSO's salaries were lacking. Within the last several fiscal years, due to difficulties in hiring and retention, the County provided additional funding to increase salaries for E911 System employees and sworn detention staff. During the prior FY25 budget process, BSO briefed the County Commission on the Evergreen salary study and the non-competitive BSO employee salaries, letting them know that although BSO only sought funding to increase the salaries for corrections deputies in FY25 to ease the financial burden on the County, in FY26 BSO would be seeking funding to increase the salaries for all other employees. Proper funding is essential for BSO to fill all of the critical public safety positions needed to protect the community.

At the County's Budget Workshop held on June 3, 2025, the County was specifically presented with the justifications behind BSO's need for salary increases for BSO personnel in FY26 based upon the Evergreen salary study. *See*, Attachment D-4, FY26 BSO Budget

Presentation. Additionally, BSO's CFO was in regular communication with the County Administrator's office to explain BSO's budgetary needs, specifically discussing the necessary salary adjustments as a result of the Evergreen salary study. Furthermore, Sheriff Dr. Gregory Tony had an in-person meeting with Mayor Beam Furr on September 9, 2025, to educate him in detail about the deficiencies in BSO's employee salary compared to other employers, and the need to adjust salaries to a competitive level in order to recruit new hires, and to retain highly experienced and trained employees.

At no point during the budget workshops, the CFO's communications with the County Administrator's office, or the Sheriff's meeting with Mayor Furr, did the County express any concern with the veracity of the Evergreen salary study, or the need for BSO to provide a competitive salary for BSO personnel. In fact, as noted above, during the first County Budget Workshop on June 3, 2025, County Commissioners, including the Mayor, made encouraging comments about BSO's budget request. Below are excerpts from the June 3, 2025, budget workshop. *See*, Attachment D-6, FY26 Budget Presentation Workshop-Video File.

- Commissioner Rich:
  - 01:26:08: Asked a question about the comparison of BSO salaries with other local law enforcement agencies not under contract with BSO. BSO Colonel Dunbar explained that the Evergreen salary study determined that BSO salaries were fourth from the bottom in the County.
- Commissioner Geller:
  - 01:47:10: Stated that he was not in favor of defunding the police.
  - 02:03:23: Stated that the single most important duty of government is to protect its citizens.

- Commissioner Udine:
  - 02:09:29: Stated he was "pleasantly surprised" at BSO's budget request, that it was a "reasonable request that is well-thought out," and that there was a lot of justification for what BSO is asking for.
  - 02:10:07: Stated that there is 7.2% property value increase, so he didn't want to see a 9% increase for BSO regional services, and that he would like BSO's budget to be closer to where we are on the property value increase.
  - 02:14:40: Stated that, "We're not that far off on where we need to be to make this happen."
- Commissioner McKenzie:
  - 02:19:30: Asked a question about salary study comparison, and where do we rank with other sheriff's office salaries. The Sheriff explained that the study compared BSO salaries with other sheriffs and other county government. Colonel Dunbar advised the Commission that the Evergreen salary study found BSO salaries grossly behind Miami-Dade and Palm Beach County.
  - 02:21:18: Stated, "We all want to support public safety . . . I just want to know what the comparisons are." Sheriff responded that the issue BSO was seeing in pay disparity is with our DLE, Fire, and civilian personnel, and that personnel are leaving. The Sheriff explained that until we correct this, BSO will continue to lose personnel. Sheriff further explained that people are being hired, going through the best training in the state, and then leaving for higher pay at other agencies, and that this is a poor model.
- Commissioner Bogen:
  - 02:29:59: Stated, "Obviously, we all care about public safety."
  - 02:30:05: Referenced disagreement several years back with respect to increasing salaries for E911 employees and his belief that staff would not be able to correct the problems. Sated that he was wrong and the Sheriff was right, and they no longer receive complaints about E911 performance.
- Commissioner Rogers:
  - 02:36:55: Asked about how BSO salaries compare with other municipal police departments in Broward County that don't perform all the same functions as BSO deputies, such as corrections and court services. The Sheriff explained how salary study was designed to compare law enforcement officer salaries with other agencies.
- Mayor Furr:
  - 02:43:23: Referenced the letter the County sent BSO several months prior with the budget target for next fiscal year and noted that BSO's budget was "not way off" from that target, and that he "appreciated" that.
  - 02:46:00: Stated that the County and BSO were "not quite there" on the budget, "but not that far apart."
  - 02:48:44: On salaries, stated that he doesn't look at just salaries for comparison, but rather looks at all benefits. Further stated that he understands that BSO is asking for a 2-year salary study. The Sheriff explained that the salary study was completed, and they looked at all of the comparisons. The Sheriff further corrected the Mayor that it

is a 2 year implementation plan for the salary increases, not a 2-year salary study. The Sheriff explained that the purpose was to make it easier for the county and cities to budget. He further explained that the city partners have understood the need, and they simply wanted to spread the salary increases over time.

Notably, these positive comments about BSO's budget proposal were made well after the March 2025 letter to the Sheriff from the County Administrator and the Mayor expressing their concerns about sales and ad valorem tax revenue for the next fiscal year.

However, at the following budget workshop, held on June 17, 2025, any pretense that County Commissioners prioritized public safety in Broward County disappeared. The overarching theme in this budget workshop, just two weeks following the budget workshop where Commissioners spoke positively of BSO's proposed budget, was that BSO's budget should fall in line with the budgets for all other county officers. Below are excerpts from the June 17, 2025, budget workshop. *See*, Attachment D-7, FY26 County General Fund Outlook; and, Attachment D-8, FY26 County General Fund Outlook-Video File.

- County Budget Director Foster:
  - 00:12:40: Discussed the June 1 tax roll estimates of a 7.12% increase in ad valorem tax revenue, and that they were waiting on the July 1 estimates to calculate the final estimates.
- County Administrator Cepero:
  - 00:14:10: Anticipates an additional $9 million available for the General Fund for FY26 as a result debt reduction.
  - 00:17:00: Explains that the General Fund reserve balance is currently $230 million.
  - 00:28:20: Explains that due to expiring CRA's, for FY26 the County will free up $27.4 million in the General Fund, and that the projections are for these amounts to increase annually through 2032.
- County Budget Director Foster:
  - 00:44:10: Explains that the current state of the economy is uncertain. Notes that inflation has stabilized and consumer confidence in Florida is up. Notes that the condo market is weaker. Notes that the state legislature did not do anything substantive with property taxes.

- 00:47:40: Comments that the County Commissioners budget requests are "most important" over constitutional officers and county agencies.

- County Administrator Cepero:
  - 00:49:27: States that it is a challenging year because of the tax collector's $80 million cut off the top of the General Fund.
  - 00:49:45: States that County Administration is "trying desperately not to cut" areas where the Commissioners have identified their priorities, and that they are trying to keep "harmless" those areas that are a priority for the Commission.
- Commissioner Geller:
  - 00:50:15: Comments that the tax collector is getting $80 million for work that the County could do for $12 million, and asks if the County Administrator expects a rebate from the Tax Collector. The County Administrator explains that she has had discussions with the Tax Collector who has promised to rebate unspent funds, but does not know when or how much.
- Commissioner Geller:
  - 00:53:00: Expresses concern about funding recurring costs because he believes "the legislature is not done messing with us."
- Commissioner Udine:
  - 01:02:08: Calling for constitutional officers to take a "hair-cut" and the need to tighten the belt of public safety and pressure constitutional offices to sharpen their pencils like the County has done. Points out that a milage reduction still puts money in the budget for detention deputy salary increases (promised in the prior budget year) and the county reserve fund.
- Commissioner Fisher:
  - 01:04:03: States that public safety is a huge priority for him and the board. Comments that County is cutting positions and opines that BSO's budget may need to be at a 2 % to 3% increase.
- Commissioner Geller:
  - 01:07:15: States that public safety is the most important government interest, but that there are other duties. States that BSO should get a slightly higher percentage than other constitutional officers "to demonstrate that public safety is the County's highest priority; that if the other constitutional officers are getting as 1.5% increase, then BSO should get 2%; and, that BSO's budget would not be close to the 9% requested. Expressed that if the County is making cuts, then the constitutional officers should make the same cuts.
- Commissioner Davis:
  - 01:11:08: Acknowledged that most of BSO's proposed increase was to ensure that BSO employees were paid adequately compared with their counterparts, and suggested that they consider salary increases be spread out over several years.
- Commissioner McKenzie:
  - 01:25:05: Addresses the Sheriff's Budget and the role of passthroughs (i.e., revenues the County receives from BSO). Acknowledges Commissioner's Geller's comments that the County cannot do 9%, but doesn't know percentage it should be. County

Administrator explains that the pass-through has no impact, and that every 1% increase represents between $8 million and $9 million dollars. He asked the County Administrator how negotiations were proceeding with BSO, and she stated BSO has not amended its budget request.
    - 01:29:41: Assistant County Administrator Ruiz updates the Commission on meetings with BSO and the options being discussed, including additional position requests for regional communications payable from the general fund, and the possibility of reducing that request. Acknowledges that it is not typical for a sheriff to amend its budget at this point in the budget negotiation process, and that the County should present the Sheriff with potential alternatives once the County Commission provides direction.
- Mayor Furr:
    - 01:38:23: States he is not in favor of the additional Regional Communications positions, and that he did not want to see BSO's budget go over 2 or 3%. States that it is important to hold that line because the County does not have the money, and that the salary increase percentages proposed for county employees should be the same for sheriff's office employees, which the County Administrator explained was 2%. He then advocates for libraries and parks on the capital expenditure size.

Despite the initial positive comments about BSO's budget proposal at the June 3, 2025 budget workshop, and the County Commission's clear understanding about the Evergreen salary study and BSO's need to increase salaries to remain competitive in recruitment and retention, at the June 17, 2025, budget workshop the County Commission wholly ignored BSO's demonstrated need for funding for salary increases, and collectively expressed their belief that BSO should simply be treated in the same manner as other county officers and departments.

At the same time, the County favored adding another $40 million to the Non-Departmental reserve account that already had a $230 million balance, according to the County Administrator. *See*, Attachment F-2, 1st Public Budget Hearing-Video File at 00:08:28; and, Attachment G-2, County FY26 Adopted Budget-Operating, pp 13-17 through 13-19. The Non-Departmental reserve is only one of many County reserve accounts that

have a combined General Reserve balance of $1,812,068,750.[8] Losing focus on its previous commitment to prioritize public safety, County Administration advocated funding for their non-public safety initiatives, identified as Commission priorities at a May 13, 2025, budget workshop, over the priorities of the constitutional officers.

These workshops highlight the lip-service that the County has paid to their public statements that public safety is their most important function. The County has ignored the Sheriff's clear justifications for the salary increases in BSO's proposed budget spread out over a two-year period, suggesting the BSO's employees should be held to the same percentage salary increases as County employees, despite the fact that the County has increased their own employees' salaries based upon prior salary studies, and despite evidence that the Sheriff's salaries are at a deficit.

In contrast to the encouraging comments from County Commissioners at the June 3, 2025 budget workshop that BSO's budget was 'reasonable' and the parties 'were close' on the budget, the County followed their pre-determined decision to keep BSO's budget in check as expressed in their March 27, 2025 letter, sent before BSO ever made its first budget presentation and before the County had knowledge of the ad valorem tax revenue estimate for FY26. The County simply exercised a pre-determined budget reduction for BSO to their target goal of 3% to match the budget the County set for other County offices. This drastic cut to BSO's budget request cripples BSO's ability to provide competitive salaries that were

[8] As identified in the "Division of Receipts and Expenditure" report incorporated into County's FY26 Adopted Operating Budget book, p.11, attached as Exhibit G-2.

empirically justified, and eliminates BSO's ability to fund the new position requests at the Airport, Port Everglades, and E-911 Regional Communications.

The County's recalcitrance in properly funding BSO's budget is an unfortunate trend. Historically, it has taken a crisis for the County to seriously consider BSO's budget requests. When the E-911 Regional Communications System was plagued with serious staffing shortages which affected performance metrics including increased call wait times, the Sheriff pleaded with the County for more funding to increase salaries to hire additional staff. After an intense public battle, the County finally relented and authorized additional funding for these increases, which resulted in filling all vacancies and meeting all performance metrics. When BSO asked for additional funding to replace its aging helicopter fleet, the County only authorized that funding after a tragic crash on August 28, 2023, that resulted in the death of BSO Fire Rescue Battalion Chief, Terryson Jackson, and a civilian on the ground. After many years of an inoperative fire safety/suppression system at one of the County's jail facilities, requiring BSO to provide a fire watch with overtime personnel at significant expense, the County finally committed to replacing the system after the local fire marshal cited the County and required a plan of action to repair or replace the system.

BSO submitted a responsible budget for FY26 which included necessary funding to allow BSO to offer competitive salaries to its employees in order to increase recruitment and reduce the level of experienced employees seeking higher-paying jobs elsewhere. While personnel are the most important resource for every employer, inadequate staffing at a sheriff's office that provides law enforcement, detention, and fire rescue and emergency services, and operates the E-911 regional communications system, jeopardizes public

safety. The failure to address this issue now risks a hiring and retention crisis that will lead to public safety failures in the future.

The County cannot not wait until a tragedy occurs to act. The decision to keep within a targeted budget goal despite empirical data that clearly shows deficient salaries in all disciplines at BSO, while at the same time adding tens of millions of dollars to reserve accounts and spending millions more on Commissioner priorities, evidences a 'willful and unreasonable' action taken 'without consideration' and 'in disregard of the facts' – the very definition of arbitrary and capricious.

VII. BSO salaries in comparison to other County Officers

BSO does not disagree that the County is treating BSO's budget in a similar manner to other county officers and departments with respect to the percentage budget increases that have been approved. However, the comparison between BSO's budget proposal and the budgets of other county officers and departments is misplaced.

First, BSO's budget increase consists almost entirely of funding for increased salaries that have been empirically justified by the Evergreen salary study, as well as new positions needed in several disciplines. As noted above, the County has not challenged the findings of that study. None of the other county officers in Broward County have commissioned a salary study showing a gross disparity in pay and the immediate need to adjust salaries to remain competitive in hiring and retention. The County itself has previously conducted and

implemented salary studies for the same reason that BSO conducted its study – to remain competitive in hiring and retention. To that end, County employee salaries have been increasing for years, and salaries at the County for similar BSO positions are much higher.[9] In fact, the County has actively engaged in recruiting employees from BSO, luring them away with higher County pay.

Second, while not diminishing the work of the other county officers, public safety is a government's highest priority. The County claims that this is their shared belief as well, as this sentiment was made numerous times by County Commissioners during the budget workshops and budget hearings. However, public safety is not simply a talking point. Saying that public safety is a priority, and properly funding it are vastly different philosophies. For example, the County Administrator's FY26 Adopted Budget-In-Brief pays lip-service to public safety, claiming that providing salary increases for BSO detention deputies, negotiated and promised in FY 25 budget negotiations, satisfies the County's FY26 "commitment to public safety," completely ignoring BSO's FY26 requested salary increases

[9] For example, the maximum salary of a Broward County Purchasing Agent job classification is $30,060 greater than a BSO Purchasing Agent job classification; the maximum salary of a Broward County Accountant job classification is $22,443 greater than a BSO Accountant job classification; and, the maximum salary of a Broward County GIS Analyst job classification is $8,605 greater than a BSO GIS Analyst job classification.

for firefighters, law enforcement, and support personnel justified by the Evergreen salary study. *See*, Attachment G-1, County FY26 Adopted Budget-in-Brief.

Without a proper investment in public safety, the local economy suffers and tax revenues decrease. The dismissal of BSO's budget request by the County in favor of a pre-determined fixed percentage increase without any meaningful analysis of BSO's immediate needs not only runs contrary to statutes governing funding for a sheriff's office, but also does not reflect the County's stated belief that public safety is their most important goal. Rather, it is reflective of arbitrary and capricious decision-making designed to enforce the County's myopic view that uniformity is the most important consideration when setting the Sheriff's budget.

The disconnect between the County and BSO on the budget is evident from Mayor Furr's public statements to the media on October 16, 2025, discussing the Sheriff's decision to appeal the County's adopted budget, which was announced in the Sheriff's op-ed published in the local newspaper that same day. *See*, Attachment L-1, Sun-Sentinel, "Broward County's public safety is not just a line item"; Attachment L-2, Local 10 News, "Broward mayor pushes back after sheriff accuses commission of shortchanging public safety"; and Attachment L-3, Sun-Sentinel, "Broward sheriff and the county mayor trade

barbs on public spending." The Mayor's statements to the media implied that BSO was treated fairly because all county officers were asked to make cuts, and incorrectly lamented that the County could not audit BSO's budget. Such comments evidence arbitrary decision-making to meet a pre-determined goal and reflect a fundamental misunderstanding of what it takes to conduct a meaningful review of a sheriff's budget that includes critical requests to properly fund the personnel required to fulfill the County's shared obligation to provide public safety to the residents and visitors to Broward County.

The Mayor's comments also reflect a desire to keep BSO's budget within a pre-determined percentage of the County's budget. In his public statements to the media, the Mayor claimed that BSO's budget is 50% of the County's budget – a common theme used by the County for years to suggest that BSO's budget is too high, and that any dollar over this arbitrary 50% threshold is somehow too much to spend on ensuring the safety of the population both BSO and County serve. Such comments are factually incorrect, and legally irrelevant. In fact, after deducting all services from BSO's budget provided under contract with Broward County, and excluding those services that the County would be required to fund even if BSO was not performing those services for the County, BSO's budget is only 18%

of the County's Budget, and a paltry 6% of the overall Broward County Budget.[10] Additionally, these statements do not account for the various statutory revenues that BSO sends back to the County, which averages $25 million each fiscal year. *See*, Attachment J-1, BSO FY25 Revenue Report-Actuals; Attachment J-2, BSO FY26 Revenue Collected and Budgeted; and, Attachment J-3, Description of General Revenue Fund Reserves.

However, even if BSO's budget were 50% of the County's budget, the desire to keep BSO's budget within a specific percentage of the County's budget is not a legitimate means of determining proper funding for a public safety agency; rather, it reflects an arbitrary self-imposed limit that clouds the County's ability to seriously and reasonably consider BSO's budget requests.

Additionally, the Mayor's dismay that the County cannot audit BSO's budget is both legally and factually incorrect. Section 125.01(1)(x), Florida Statutes, specifically authorizes the County to require an outside entity to audit BSO. To that end, as recently as last year, BSO and the County executed an agreement to use a County-selected outside auditor for this very purpose. In fact, the annual Special Purpose Financial Statement, which includes

[10] Services provided under contract to Broward County include fire rescue and emergency medical services at a budgeted cost of $47,173130. Services that Broward County would be required to fund even if BSO were not performing those services include jail/corrections services and conditional release/diversionary programs at a budgeted cost of $390,821,700, and E-911 Communications services at a budgeted cost of $70,024,840.

an audit of BSO, is a County document accepted by the County Commission, incorporated into the County's Annual Financial Audit Report, and transmitted to the State of Florida every year. *See*, Attachment M-1, External Audit Services Agreement; Attachment M-2, Special Purpose Financial Audit Statement FY24-BSO; Attachment M-3, Special Purpose Financial Audit Statement FY24-County; and, Attachment M-4, County Commission Action-04.22.25.

While the Mayor's comments to the media may be written off as simple misstatements, they are reflective of a concerted campaign by the County to denigrate BSO publicly by suggesting that the BSO's budget is already too large, and that the County has no ability to monitor how that budget is being spent. The Mayor's statements about BSO's budget and the County's inability to audit are irresponsible; at best they are misinformed and at worst they are intentionally misleading.

VIII. BSO's budget in comparison to nearby public safety agencies

The two sheriff's offices providing public safety services that are most geographically near Broward County are Palm Beach County, and Miami-Dade County. The most recent budget proposals for the sheriff's offices in each of these counties reflect a gross disparity in how public safety is treated in those counties, when compared with Broward County.

In Palm Beach County, Sheriff Bradshaw's budget proposal for FY26 sought an approximate 13% increase from the prior year's budget, amounting to approximately $114,628,048. Palm Beach County approved Sheriff Bradshaw's full budget request.

In Miami-Dade County Sheriff Cordero-Stutz sought an approximate 11% increase from the prior year's budget, amounting to approximately $93,000,000. Miami-Dade County approved Sheriff Cordero-Stutz's full budget request.

Despite the fact that both Palm Beach County and Miami-Dade County are facing the same economic uncertainties as Broward County, and that Miami-Dade County is also establishing a Tax Collector as an independent constitutional office, each was able to prioritize public safety to provide their respective sheriffs their full funding requests. In contrast, Broward County reduced BSO's funding request by $73,714,903, while at the same time claiming to support public safety, and spending millions for reserve accounts and their commissioner-favored projects.

The result of the County's arbitrary 3% budget increase is that BSO will continue to fall behind our counterparts in these nearby counties, creating greater disparity in salaries than that which already exists, resulting in greater recruitment challenges, and greater difficulty in retaining our experienced and highly-trained personnel. BSO's budget request reflects the need to compete with our neighboring jurisdictions for a limited pool of qualified

candidates, based upon an empirical study justifying the need. The County's decision to adopt a budget at a pre-determined percentage goal without any meaningful review of the needs of BSO to perform its powers, duties, and operations, was made without consideration and in disregard of the facts and was therefore arbitrary and capricious.

IX. The County has the ability to fund BSO's budget proposal

If public safety really is the County's number one priority, as it has stated publicly, it has the budget to provide BSO employees with salaries on par with other public safety agencies. The County Administrator reported that "[p]roperty tax revenue for FY26, based on the July 1 tax roll, was up 7.5% over the FY25 Budget." The County's Operating Budget for all funds, not just the General Fund, reflects a $425.8 million increase above FY25 adopted budget, or 8.5%. See, Attachment G-1, Broward County FY26 Budget-in-Brief, pp. 4-5. Of that $425.8 million increase, the increase adopted for BSO's budget was $22,821,240, which amounts to approximately 5% of the County's entire FY26 increase. And, within this adopted budget, the County added tens of millions to their reserve accounts, including $40 million to the Non-Departmental reserve, which already had a $230 million balance. Additionally, the County freed up millions of dollars in General Fund monies in FY26 due to debt reduction and expiring CRA's.

However, these facts did not dissuade the County from holding the arbitrary 3% line for BSO's budget. The County's decision to reduce BSO's budget request by over $73 million appears to have been based upon little more than speculation about future budgets uncertainties, a preference to prioritize Commission-approved non-public safety projects, and a desire to bolster reserves.

The claimed uncertainties about future budget years were made evident in the County's March 27, 2025, warning letter to the Sheriff, and by Commissioner Geller's statements at the June 17, 2025 budget workshop that "the legislature was not done messing with us" on property taxes as a reason not to support BSO's budget proposal.

The County's preference for prioritizing funding for non-public safety projects was made evident when County Administration proclaimed at the June 17, 2025, budget workshop that their goal was to do everything they could to fund Commissioner-favored priorities, indicating that those were the "most-important" priorities, and that they would try "desperately" not to cut funding for those priorities.

X. Anticipated County arguments against additional BSO funding

The County will likely claim that it simply does not have the ability to fully fund BSO's FY26 budget proposal. However, as noted in Section IX above, any inability to fund BSO's budget is due to self-imposed constraints based upon speculation about what may occur in

the future, and the County spending millions on Commissioner-favored projects and filling their reserve accounts.

BSO also anticipates that the County may argue against BSO including certain items within this budget appeal. Specifically, these items may include services that BSO performs for the County pursuant to a contract, or services that BSO performs for the County that are not specifically relegated to a sheriff under Florida law, but are nonetheless performed by BSO and funded by the County. Examples of these types of contractual and/or non-statutory services that BSO has included in this budget appeal include the budget for operating the County's E911 Regional Communications system; the budget for operating the County's regional fire rescue and emergency services; and, the budget for providing law enforcement services for the County at the Airport and Port Everglades.

To the extent that the County takes such a position, it is without merit. Pursuant to s. 30.49(1), Florida Statutes, "each sheriff shall annually prepare and submit to the board of county commissioners a proposed budget for carrying out the *powers, duties, and operations* of the next fiscal year." This language is expansive, encompassing *all* powers, duties, and operations. It is irrelevant whether the sheriff's powers and duties are being performed by operation of law or by contract, since BSO is performing them for the County,

and the funding for these services is being provided by the County. In fact, BSO has always included these services in its annual budget proposal.

Furthermore, the language in s. 30.49(2) referencing the functional categories that must be included within a sheriff's budget proposal, are the statutorily *required* categories, as these represent a sheriff's core functions. However, nothing within s. 30.49(2), nor anywhere else under Florida law, provides that the listed functional categories are *exclusive* to any other categories in a sheriff's budget for services the sheriff performs for the County that are not specifically referenced. Florida law has simply not caught up with the ever-expanding role of sheriffs, and BSO's budget proposal submitted to the County reflects this expanding role.

For example, while BSO performs law enforcement services under contract with the County at the Airport and Port Everglades (which notably fits within the "General Law Enforcement" functional category), BSO also operates both the County's regional fire rescue and emergency services, and their E-911 Regional Communications system.[11] While these services are performed, or were historically performed, under contract with the County, they are nevertheless 'powers, duties, and operations' that the Sheriff performs for the County,

[11] Historically, BSO operated the County's regional communications system under contract with the County. However, when that contract expired on December 31, 2022, BSO declined to execute a new agreement, preferring to operate the system solely through the statutory process.

and that are funded by the County. The fact that fire rescue services and emergency services, and regional communications services, are not listed within the *required* functional categories described in s. 30.49(2), Florida Statutes, has not prevented the County from funding BSO to perform them. Without such funding, BSO could not perform these services for the County.

In fact, BSO has proposed adding new positions at the Airport and Port Everglades, both of which are experiencing considerable growth. The County's adopted budget for BSO not only reduces BSO's funding request for both the Airport and Port Everglades, it eliminates new positions that BSO has sought to add to the contract to keep pace with this growth. And, as enterprise funds, the Airport and Port Everglades are their own sources of revenue and are not dependent on county ad valorem tax revenue to operate. Despite this, the County is inexplicably restricting funding for these two critical sites, visited by thousands of residents and tourists daily, to their pre-determined funding goal for the budgets paid from ad valorem taxes.

If the contractual services that BSO's performs for the County are not reviewable on appeal, the County will avoid appropriate scrutiny of their public safety funding in these critical areas. The primary purpose of providing a sheriff the ability to appeal a budget to the Administration Commission is to ensure proper state oversight of county government in

public safety funding. This is because public safety is the most important obligation of local government, and the state has a critical interest in ensuring that local government fulfills this obligation.

While the County is likely to point out that the regional fire rescue and emergency services contract, and the law enforcement services contract for Port Everglades, each have specific provisions, that restrict the Sheriff's ability to appeal the budget for those services,[12] it is BSO's position that such contractual provisions are contrary to legislative intent, and are therefore against public policy and unenforceable, as they seek to avoid and circumvent state oversight of the county's public safety funding provided for in Chapter 30, Florida Statutes. *See generally*, Hernandez v. Crespo, 211 So.3d 19 (Fla. 2016) ("Contractual provisions which contravene a statute or legislative intent are injurious to the public good, violate public policy, and are therefore unenforceable.")

The County will undoubtedly claim that BSO can simply cancel these contracts if the County does not provide the funding that BSO believes is adequate. Admittedly, these

[12] Paragraph 10.11 of the regional fire services contract provides: *As a result of the funding agreement provided for in this Article, and the obligations and rights of the parties pursuant to the terms of this Interlocal Agreement, BSO waives all of its rights to file an appeal to the Administrative Commission pursuant to Section 30.49, Florida Statutes, regarding the Fire Rescue budget for any year.*
Paragraph 12.8 of the law enforcement services contract for Port Everglades provides: *Sheriff's total annual compensation contained in the Board-approved Sheriff budget for each Fiscal Year during the Term is not subject to the appeal provisions contained in Section 30.49, Florida Statutes.*

contracts have provisions that permit termination on 90-days' notice. However, these termination provisions are illusory and would result in a catastrophic public safety crisis if exercised by the Sheriff. It would be logistically impossible for the County to take-over the massive operations performed by BSO under these contracts within a 90-day time-frame, and the Sheriff could not leave these critical public safety functions, including fire and law enforcement services at the County's critical infrastructure facilities, without adequate protection. In essence, such contractual provisions compel BSO to provide services to the County without adequate funding, with no state oversight into the County's public safety spending for these services, including those services provided at the County's critical infrastructure facilities. As noted above, contractual provisions that shield a sheriff's budget from the State's Chapter 30 oversight role are contrary to legislative intent, against public policy and unenforceable, and usurp the Administration Commission's authority.

Lastly, the County may argue that even though the County reduced BSO's budget proposal by over $73 million, the Sheriff retains the ability to fund the Sheriff's priorities when the County has failed to provide the full-funding request by moving funds between the functional categories, and the object and sub-object code levels. While s. 30.49(12), Florida Statutes, authorizes a sheriff to move funds after his or her budget has been approved, that

is not a realistic solution when funding the salary increases reflected in BSO's FY26 budget request.

First, the salary increases requested by BSO, inclusive of the additional positions requests, encompasses almost all of the $73,714,903 budget reduction imposed by the County. To fund the salary increases from other areas within BSO's approved budget would require a complete abandonment of all non-personnel budget needs, including all capital outlay and much of the operating expenses. Practically, this means, among other things, that BSO would default on lease payments for public safety radios; that fuel for patrol cars could not be purchased; and, that no training would be conducted. There are simply not sufficient funds in other areas of BSO's budget that would realistically permit the Sheriff to fund the salary increases justified in the Evergreen salary study, and still be able to carry out all of BSO's powers, duties, and operations.

Second, salaries are a recurring budgetary expense. Funding the salary increases from non-recurring budget lines, such as a capital and operating accounts, is financially reckless as there would be no guarantee that BSO would have the funding to pay for those salary increases in future budget years. BSO submitted a responsible budget proposal for FY26 that included funding for necessary salary increases, phased in over a two-year period, to allow BSO to remain competitive in hiring and retention, while not jeopardizing BSO's

ability to carry out its other duties and obligations. To fund the salary increases from other areas of BSO's budget would be financially reckless, and would negatively impact BSO's ability to meet its public safety responsibilities.

XI. Conclusion

Historically, BSO has submitted responsible budget requests, and has worked with the County to achieve a budget that allows it to continue fulfilling BSO's statutory and contractual responsibilities. However, the County's reductions of BSO's budget requests over the years has negatively impacted BSO's ability to remain competitive in hiring and retention to the point that it must be addressed immediately. See, Attachment K-1, BSO FY25 Budget Workshop Presentation, at p.7. To address this immediate concern, BSO commissioned a salary study from a well-respected and widely used firm specializing in conducting public-sector salary studies. That study identified serious pay discrepancies for BSO salaries across the entire agency that are at the core of BSO's FY26 budget request.

Funding for the salary increases is critical, and the need is immediate. BSO is competing with other local, state, and federal employers that are providing significant hiring bonuses, and offering higher pay than BSO can offer. Despite extensive recruitment efforts and offering hiring bonuses, BSO has found it difficult to hire and fill fire, corrections, and

law enforcement academies. The longer the County waits to fund the empirically justified salary increases, the farther that BSO will fall behind our competitors and the greater likelihood that deficient staffing will result in negative impacts to public safety.

It is clear from the FY26 budget process that the County's decision to reduce BSO's budget request by $73,714,903, was not based upon a meaningful review of that request or the needs of BSO. The initial positive comments from the Commission about BSO's responsible budget request were short-lived, replaced by a rigid dogma to remain within a pre-determined budgetary goal, while at the same time adding many millions to reserve accounts, and favoring other non-public safety goals. This is reflective of a County Commission that voices its support for public safety, but doesn't fully commit to funding it.

The County's decision to slash BSO's budget request was not only arbitrary and capricious, it abandons the core obligation of government – to protect the well-being of the residents and visitors to Broward County by providing BSO with a budget that will allow it to recruit new employees and retain experienced professionals and fully carry out is powers, duties and obligations. Broward County cannot wait for a tragedy to occur before committing the funding necessary to ensure public safety for its residents and visitors.

WHEREFORE, Petitioner, Gregory Tony, Ph.D., as Sheriff of Broward County, by and through his undersigned counsel, submits this appeal from the action of the Broward County Board of County Commissioners, of the proposed budget as submitted by the Petitioner for the operation of the Broward County Sheriff's Office Sheriff's Office for the Fiscal Year beginning October 1, 2025 and ending September 30, 2026.

Respectfully submitted and filed by,

Terrence Lynch, Esq.
General Counsel
Broward County Sheriff's Office

Date: 11/7/25

Certificate of Service

I hereby certify that the foregoing Petition, attachments, and exhibits, have been furnished via electronic mail to: Monica Cepero, Broward County Administrator at: mcepero@broward.org; and, Andrew Meyers, Esq., Broward County Attorney at: ameyers@broward.org, this 7th day of November 7, 2025.

Terrence Lynch, Esq.

Broward Sheriff Office FY26 Budget Appeal - Attachment List

Attachment A-1: Compensation Study-Final Report-05.14.24
Attachment A-2: Presentation to Sheriff-05.01.24

Attachment B-1: BSO FY26 Proposed Budget Cover Letter
Attachment B-2: BSO FY26 Proposed Budget Certificate
Attachment B-3: BSO FY26 Proposed Budget Highlights
Attachment B-4: BSO FY26 Proposed Budget Book

Attachment C-1: IAFF 4321-Fire Rescue-Reopener-Offer as of 10.23.2025
Attachment C-2: IUPA 6020-Law Enforcement Deputy/Sergeant-Reopener-Signed
Attachment C-3: IUPA 6021-Law Enforcement-Reopener-Signed
Attachment C-4: IUPA 6006-Supervisory-Reopener-Ratified
Attachment C-5: IUPA 6030-Professionals-Reopener-Ratified
Attachment C-6: FOPE-Corrections & Civilian-Reopener-Ratified
Attachment C-7: FOP-Corrections-Reopener-Ratified

Attachment D-1: FY26 Budget Development Letter-03.27.25
Attachment D-2: FY26 Commissioner Priorities-05.13.25
Attachment D-3: FY26 Commissioner Priorities-05.13.25-Video File
Attachment D-4: FY26 BSO Budget Presentation-06.03.25
Attachment D-5: FY26 County-BSO Budget Presentation-06.03.25
Attachment D-6: FY26 Budget Presentation Workshop-06.03.25-Video File
Attachment D-7: FY26 County General Fund Outlook-06.17.25
Attachment D-8: FY26 County General Fund Outlook-06.17.25-Video File
Attachment D-9: FY26 County General Fund Wrap-Up-08.26.25
Attachment D-10: FY26 County General Fund Wrap-Up-08.26.25-Video File

Attachment E-1: County FY26 Recommended Budget-in-Brief
Attachment E-2: County FY26 Recommended Budget-Operating
Attachment E-3: County FY26 Recommended Budget-Capital

Attachment F-1: Schedule B-First Public Hearing-09.04.25
Attachment F-2: 1st Public Budget Hearing-09.04.25-Video File
Attachment F-3: Schedule B-Second Public Hearing-09.16.25
Attachment F-4: 2nd Public Budget Hearing-09.16.25-Video File

Attachment G-1: County FY26 Adopted Budget-in-Brief
Attachment G-2: County FY26 Adopted Budget-Operating
Attachment G-3: County FY26 Adopted Budget-Capital
Attachment G-4: FY26 Adopted Budget Status Update to Sheriff-10.09.25
Attachment G-5: FY26 Written Notice of Board Action-10.17.25

Attachment H-1: FLL FY26 Budget Workshop Presentation-08.19.25
Attachment H-2: Calls for Service Report-FLL

Attachment I-1: Port Everglades FY26 Budget Workshop Presentation-08.19.25
Attachment I-2: Port Everglades Cruise Facts
Attachment I-3: Calls for Service Report-Port Everglades

Attachment J-1: BSO FY25 Revenue Report-Actuals
Attachment J-2: BSO FY26 Revenues Collected and Budgeted
Attachment J-3: Description of General Fund Revenues

Attachment K-1: BSO FY25 Budget Workshop Presentation-05.14.24
Attachment K-2: FY25 Budget Workshop Presentation-05.14.24-Video File
Attachment K-3: Letter from BSO to County-08.22.24
Attachment K-4: Joint Letter from Unions to County-08.27.24
Attachment K-5: Budget Compromise Letter to County-09.16.24

Attachment L-1: “Broward County's public safety is not just a line item”-Sun Sentinel-10.16.25
Attachment L-2: “Broward mayor pushes back after sheriff accuses commission of shortchanging public safety”-Local 10 News-10.16.25
Attachment L-3: “Broward sheriff and the county mayor trade barbs on public spending”- Sun-Sentinel-10.16.25

Attachment M-1: External Audit Services Agreement-Fully Executed
Attachment M-2: Special Purpose Financial Audit Statement FY24-BSO
Attachment M-3: Special Purpose Financial Audit Statement FY24-County
Attachment M-4: County Commission Action-04.22.25

Exhibit A

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission					Exhibit A Summary of Budget by Functional Category Page 1 of 32 Pages		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Approved Budget	Approved Budget	Sheriff's Request	County Commission Approved	Approved Over/Under	Appealed to Administration Commission	Executive Office of the Governor	Administration Commission
Functional Category	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26	Requested	Amounts	Recommendation	Approved
General Law Enforcement	$315,631,186	$349,165,367	$380,034,159	$355,715,332	($24,318,827)	($24,318,827)		
Corrections	$346,604,760	$375,315,380	$409,217,805	$390,821,700	($18,396,105)	($18,396,105)		
Court Services	$28,856,234	$29,595,451	$34,676,364	$30,372,858	($4,303,506)	($4,303,503)		
E-911 Communications	$62,082,860	$68,651,810	$81,173,846	$70,024,840	($11,149,006)	($11,149,004)		
Fire Rescue - General	$79,510,945	$87,550,573	$103,951,079	$88,403,610	($15,547,469)	($15,547,464)		
Total	$832,685,985	$910,278,581	$1,009,053,253	$935,338,340	($73,714,913)	($73,714,903)		

Exhibit A

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit A Summary of Budget by Functional Category Page 2 of 32 Pages

Narrative:

The General Law Enforcement functional category includes funding for all general law enforcement and support functions. It also includes law enforcement and support functions provided at Port Everglades and the Ft. Lauderdale/Hollywood International Airport, provided under interlocal agreements between the Broward Sheriff's Office and Broward County. This functional category does not include law enforcement services delivered to local municipalities under interlocal agreements between the Broward Sheriff's Office and the local municipality. The Broward County Board of County Commissioners reduced the FY25/26 General Law Enforcement functional category request by ($24,318,827) or (6.40%), resulting in a year-over-year increase of $6,549,965 or 1.88%.

The Corrections functional category includes include funding for the operation of the county jail system, as well as community programs such as pre-trial release, drug court and misdemeanor probation. The Broward County Board of County Commissioners reduced the FY25/26 Corrections functional category request by ($18,396,105) or (4.50%), resulting in a year-over-year increase of $15,506,320 or 4.13%.

The Court Services functional category includes funding for Court Services, excluding the service of process. This includes Court Bailiffs, Court Services-Liaison and Court Services-Security. The Broward County Board of County Commissioners reduced the FY25/26 Court Services functional category request by ($4,303,506) or (12.41%), resulting in a year-over-year increase of $777,407 or 2.63%.

The E-911 Communications functional category includes the consolidated E-911 Communications. This function, funded via Broward County's General Fund, includes the call taking and dispatch functions, both law enforcement and fire-rescue, for all of Broward County with the exception of three local municipalities who elect not to participate in this consolidated system. The Broward County Board of County Commissioners reduced the FY25/26 E-911 Communications functional category request by ($11,149,006) or (13.73%), resulting in a year-over-year increase of $1,373,030 or 2.00%.

The Fire Rescue-General functional category includes general fire-rescue services provided under an interlocal agreement between the Broward Sheriff's Office and Broward County. This functional category does not include fire-rescue services delivered to local municipalities under interlocal agreements between the Broward Sheriff's Office and the local municipality. The Broward County Board of County Commissioners reduced the FY25/26 Fire Rescue-General functional category request by ($15,547,469) or (14,96%), resulting in a year-over-year increase of $853,037 or 0.97%.

Exhibit B

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission					Exhibit B Summary of Budget by Object Code Page 3 of 32 Pages		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Approved Budget	Approved Budget	Sheriff's Request	County Commission Approved	Approved Over/Under	Appealed to Administration Commission	Executive Office of the Governor	Administration Commission
Object Codes	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26	Requested	Amounts	Recommendation	Approved
General Law Enforcement								
Personnel Services	$240,627,444	$263,564,053	$295,024,211	$270,705,372	($24,318,839)	($24,318,827)		
Operating Expenses	$57,811,790	$63,410,400	$71,946,333	$71,946,340	$7			
Capital Outlay	$15,171,042	$20,018,308	$10,564,413	$10,564,420	$7			
Debt Service								
Grants and Aids								
Other Uses	$2,020,910	$2,172,606	$2,499,202	$2,499,200	($2)			
Total:	$315,631,186	$349,165,367	$380,034,159	$355,715,332	($24,318,827)	($24,318,827)		
Corrections								
Personnel Services	$268,750,480	$288,995,680	$317,971,551	$299,575,440	($18,396,111)	($18,396,105)		
Operating Expenses	$75,189,910	$83,655,330	$90,028,488	$90,028,490	$2			
Capital Outlay	$2,664,370	$2,664,370	$1,217,766	$1,217,770	$4			
Debt Service								
Grants and Aids								
Other Uses								
Total:	$346,604,760	$375,315,380	$409,217,805	$390,821,700	($18,396,105)	($18,396,105)		

Exhibit B

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission					Exhibit B Summary of Budget by Object Code Page 4 of 32 Pages		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Approved Budget	Approved Budget	Sheriff's Request	County Commission Approved	Approved Over/Under	Appealed to Administration Commission	Executive Office of the Governor	Administration Commission
Object Codes	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26	Requested	Amounts	Recommendation	Approved
Court Services								
Personnel Services	$28,429,430	$29,168,647	$34,247,591	$29,944,088	($4,303,503)	($4,303,503)		
Operating Expenses	$426,804	$426,804	$428,773	$428,770	($3)			
Capital Outlay								
Debt Service								
Grants and Aids								
Other Uses								
Total:	$28,856,234	$29,595,451	$34,676,364	$30,372,858	($4,303,506)	($4,303,503)		
E-911 Communications								
Personnel Services	$60,535,750	$60,535,750	$79,704,054	$68,555,050	($11,149,004)	($11,149,004)		
Operating Expenses	$1,547,110	$8,116,060	$1,469,792	$1,469,790	($2)			
Capital Outlay								
Debt Service								
Grants and Aids								
Other Uses								
Total:	$62,082,860	$68,651,810	$81,173,846	$70,024,840	($11,149,006)	($11,149,004)		

Exhibit B

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission					Exhibit B Summary of Budget by Object Code Page 5 of 32 Pages		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Approved Budget	Approved Budget	Sheriff's Request	County Commission Approved	Approved Over/Under	Appealed to Administration Commission	Executive Office of the Governor	Administration Commission
Object Codes	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26	Requested	Amounts	Recommendation	Approved
Fire Rescue - General								
Personnel Services	$66,196,581	$71,558,716	$83,004,632	$69,651,970	($13,352,662)	($13,352,661)		
Operating Expenses	$9,355,178	$10,631,295	$10,557,105	$10,557,100	($5)			
Capital Outlay	$2,129,803	$3,208,664	$8,141,053	$5,946,250	($2,194,803)	($2,194,803)		
Debt Service								
Grants and Aids								
Other Uses	$1,829,383	$2,151,898	$2,248,289	$2,248,290	$1			
Total:	$79,510,945	$87,550,573	$103,951,079	$88,403,610	($15,547,469)	($15,547,464)		
Total of all Object Codes:	$832,685,985	$910,278,581	$1,009,053,253	$935,338,340	($73,714,913)	($73,714,903)		

Exhibit B

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit B Summary of Budget by Object Code Page 6 of 32 Pages

Narrative:

The General Law Enforcement personnel object code request was reduced by ($24,318,839). This object code included additional funds for new positions, salary range adjustments, overtime, pension, life and health benefits, etc. The reduction of personnel services prohibits the agency from effectuating the Salary & Compensation Study, leading to ineffective operations, and puts the agency at risk of losing staff to neighboring jurisdictions.

The Corrections personnel object code request was reduced by ($18,396,111). This object code included additional funds for salary range adjustments, overtime, pension, life and health benefits, etc. While funds were allocated for sworn Corrections personnel salary range adjustments, the remaining civilian employee salary range adjustments were reduced from the proposed budget. Additionally, Corrections overtime proposed request was reduced from the proposed budget. The net reduction of personnel services prohibits the agency from effectuating the Salary & Compensation Study, leading to ineffective operations, and puts the agency at risk of losing staff to neighboring jurisdictions.

The Court Services personnel object code request was reduced by ($4,303,503). This object code included additional funds for salary range adjustments, overtime, pension, life and health benefits, etc. The reduction of personnel services prohibits the agency from effectuating the Salary & Compensation Study, leading to ineffective operations, and puts the agency at risk of losing staff to neighboring jurisdictions.

The E-911 Communications personnel object code request was reduced by ($11,149,004). This object code included additional funds for new positions, salary range adjustments, overtime, pension, life and health benefits, etc. The reduction of personnel services prohibits the agency from effectuating the Salary & Compensation Study, leading to ineffective operations, and puts the agency at risk of losing staff to neighboring jurisdictions.

The Fire Rescue-General personnel object code request was reduced by ($13,352,662). This object code included additional funds for new positions, salary range adjustments, overtime, pension, life and health benefits, etc. The reduction of personnel services prohibits the agency from effectuating the Salary & Compensation Study, leading to ineffective operations, and puts the agency at risk of losing staff to neighboring jurisdictions.
The Fire Rescue-Regional capital outlay object code request was reduced by ($2,194,803). This includes the elimination of a replacement ambulance for the HAZMAT station, new Self-Contained Breathing Apparatus for firefighters, and a refurbished ambulance for the unincorporated area of the County.

Exhibit C

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the **General Law Enforcement** Functional Category Page 7 of 32 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2025-2026 Request	
Current Positions		
11 Executive Salaries	$314,478	
12 Regular Salaries and Wages	$164,325,912	
13 Other Salaries and Wages	$645,422	
14 Overtime	$16,592,314	
15 Special Pay	$419,389	
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$13,636,537	
22 Retirement Contributions	$49,130,291	
23 Life and Health Insurance	$35,173,722	
24 Workers' Compensation	$4,529,891	
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$5,924,828	
TOTAL	$290,692,784	
New Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$2,697,690	
13 Other Salaries and Wages		
14 Overtime		
15 Special Pay		
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$201,030	
22 Retirement Contributions	$561,051	
23 Life and Health Insurance	$821,458	
24 Workers' Compensation		
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$50,198	
TOTAL	$4,331,427	
TOTAL PERSONNEL SERVICES BUDGET	**$295,024,211**	

Exhibit C

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the **Corrections** Functional Category Page 8 of 32 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2025-2026 Request	
Current Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$177,552,818	
13 Other Salaries and Wages	$45,603	
14 Overtime	$13,612,000	
15 Special Pay	$311,027	
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$14,295,804	
22 Retirement Contributions	$53,508,878	
23 Life and Health Insurance	$45,014,518	
24 Workers' Compensation	$6,795,158	
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$6,835,745	
TOTAL	$317,971,551	
New Positions		
11 Executive Salaries		
12 Regular Salaries and Wages		
13 Other Salaries and Wages		
14 Overtime		
15 Special Pay		
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes		
22 Retirement Contributions		
23 Life and Health Insurance		
24 Workers' Compensation		
25 Unemployment Compensation		
26 Other Post-Employment Benefits		
TOTAL	$0	
TOTAL PERSONNEL SERVICES BUDGET	**$317,971,551**	

Exhibit C

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the **Court Services** Functional Category Page 9 of 32 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2025-2026 Request	
Current Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$18,305,423	
13 Other Salaries and Wages	$1,800	
14 Overtime	$3,346,045	
15 Special Pay	$45,359	
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$1,623,787	
22 Retirement Contributions	$5,291,932	
23 Life and Health Insurance	$5,138,441	
24 Workers' Compensation	$84,565	
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$410,239	
TOTAL	$34,247,591	
New Positions		
11 Executive Salaries		
12 Regular Salaries and Wages		
13 Other Salaries and Wages		
14 Overtime		
15 Special Pay		
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes		
22 Retirement Contributions		
23 Life and Health Insurance		
24 Workers' Compensation		
25 Unemployment Compensation		
26 Other Post-Employment Benefits		
TOTAL	$0	
TOTAL PERSONNEL SERVICES BUDGET	**$34,247,591**	

Exhibit C

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the **E-911 Communications** Functional Category Page 10 of 32 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2025-2026 Request	
Current Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$47,650,682	
13 Other Salaries and Wages	$42,604	
14 Overtime	$5,605,794	
15 Special Pay		
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$3,983,093	
22 Retirement Contributions	$7,554,813	
23 Life and Health Insurance	$10,368,139	
24 Workers' Compensation	$334,650	
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$799,248	
TOTAL	$76,339,024	
New Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$2,216,747	
13 Other Salaries and Wages		
14 Overtime		
15 Special Pay		
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$165,166	
22 Retirement Contributions	$306,798	
23 Life and Health Insurance	$635,266	
24 Workers' Compensation		
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$41,054	
TOTAL	$3,365,030	
TOTAL PERSONNEL SERVICES BUDGET	**$79,704,054**	

Exhibit C

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the **Fire Rescue-General** Functional Category Page 11 of 32 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2025-2026 Request	
Current Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$42,500,451	
13 Other Salaries and Wages	$1,645,157	
14 Overtime	$6,873,482	
15 Special Pay	$107,887	
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$3,706,940	
22 Retirement Contributions	$15,820,271	
23 Life and Health Insurance	$7,968,502	
24 Workers' Compensation	$1,500,382	
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$2,398,873	
TOTAL	$82,521,945	
New Positions		
11 Executive Salaries		
12 Regular Salaries and Wages	$291,226	
13 Other Salaries and Wages		
14 Overtime		
15 Special Pay		
16 Compensated Annual Leave		
17 Compensated Sick Leave		
18 Compensated Compensatory Leave		
21 FICA Taxes	$21,708	
22 Retirement Contributions	$67,690	
23 Life and Health Insurance	$96,899	
24 Workers' Compensation		
25 Unemployment Compensation		
26 Other Post-Employment Benefits	$5,164	
TOTAL	$482,687	
TOTAL PERSONNEL SERVICES BUDGET	**$83,004,632**	

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 12 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
The Broward County Board of County Commissioner's decreased Broward County Sheriff's Office total Personnel Services request by ---------->				($24,318,839)				
1	Accountability Specialist 0284	1.0			$89,060	$8,079	$97,139	$97,139
10	Accountant I 0327	10.0			$739,574	$106,654	$846,229	$846,229
1	Accountant II 0235	1.0			$103,012	$9,438	$112,451	$112,451
2	Accountant III 0157	2.0			$216,326	$31,628	$247,954	$247,954
20	Accounting Spec II 0387	20.0			$1,198,916	$49,734	$1,248,650	$1,248,650
3	Accounting Supervisor 0098	3.0			$276,724	$27,411	$304,135	$304,135
1	Admin Assist to Undersheriff 0180	1.0			$113,809	$4,264	$118,073	$118,073
1	Admin Asst to the Chf of Staff 0181	1.0			$113,809	$4,264	$118,073	$118,073
1	Admin Asst to the Sheriff 0008	1.0			$108,567	$10,106	$118,673	$118,673
10	Admin Specialist I 0446	10.0			$637,382	$99,519	$736,901	$736,901
14	Admin Specialist II 0052	14.0			$969,549	$53,740	$1,023,289	$1,023,289
20	Administrative Assistant 0300	20.0			$1,626,636	$286,250	$1,912,885	$1,912,885
8	Administrative Coordinator 0051	8.0			$824,662	($121,337)	$703,324	$703,324
13	Administrative Support Spec 0041	13.0			$962,839	($150,845)	$811,994	$811,994
2	Aircraft Technician 0257	2.0			$208,481	$21,597	$230,078	$230,078
1	Assist Mgr-Policy & Accountab 0481	1.0			$0	$123,977	$123,977	$123,977
1	Assist Mgr-Public Records 0401	1.0			$120,019	$4,558	$124,577	$124,577
1	Assistant Director-Finance 0102	1.0			$0	$205,605	$205,605	$205,605
1	Assistant Evidence Supervisor 0756	1.0			$93,513	$3,626	$97,139	$97,139
3	Assistant General Counsel 0784	3.0			$386,137	$118,445	$504,582	$504,582
1	Assistant Manager - Benefits 0738	1.0			$126,545	$16,973	$143,519	$143,519
1	Assistant Manager - Grants 0698	1.0			$119,419	$4,558	$123,977	$123,977

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 13 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
3	Associate Chaplain 0813	3.0			$305,630	($21,803)	$283,827	$283,827
1	Asst Cash Bonds Supervisor 0348	1.0			$67,073	$8,132	$75,205	$75,205
1	Asst Director Risk Management 0268	1.0			$173,165	$3,209	$176,374	$176,374
1	Asst Manager - Class & Comp 0734	1.0			$126,545	($12,689)	$113,856	$113,856
1	Asst Manager - Fleet 0237	1.0			$127,145	$10,139	$137,285	$137,285
1	Asst Manager-Records/Warrants 0336	1.0			$119,419	$4,558	$123,977	$123,977
1	Asst Mgr - Selection & Assess 0735	1.0			$95,511	$16,494	$112,004	$112,004
1	Asst Mgr-Background Investigat 0344	1.0			$126,545	$16,973	$143,519	$143,519
2	Asst Mgr-Health and Wellness 0696	2.0			$228,218	$8,528	$236,746	$236,746
2	Auditor 0147	2.0			$201,268	$72,100	$273,369	$273,369
7	Background Investigator 0328	5.8			$508,750	$64,665	$573,415	$573,415
5	Behavioral Hlth Lic Therapist 0184	5.0			$352,000	$65,099	$417,099	$417,099
1	Benefits Manager 0337	1.0			$152,471	$22,915	$175,386	$175,386
4	Budget Analyst I 0055	4.0			$372,426	($3,501)	$368,925	$368,925
2	Budget Analyst II 0703	2.0			$196,459	($10,922)	$185,537	$185,537
2	Budget Operations Liaison 0702	2.0			$167,778	($6,433)	$161,345	$161,345
19	Captain - DLE 0108	19.0			$2,986,385	$1,181,187	$4,167,572	$4,167,572
3	Captain-DLE/CC 0109	3.0			$746,596	($88,716)	$657,880	$657,880
2	Case Filing Specialist 0045	2.0			$216,395	($63,573)	$152,822	$152,822
1	Cash Bonds Supervisor 0265	1.0			$103,012	$4,084	$107,096	$107,096
1	Central Supply Manager 0493	1.0			$109,995	$13,489	$123,485	$123,485
1	Chaplain Services Coordinator 0899	1.0			$89,086	$12,910	$101,996	$101,996
1	Chaplain Services Manager 0898	1.0			$133,478	$42,508	$175,986	$175,986
4	Chaplain Services Specialist 0794	4.0			$284,514	$40,191	$324,704	$324,704
1	Chief Of Staff - Sworn 0073	1.0			$0	$217,581	$217,581	$217,581

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 14 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Chief Of Staff 0016	1.0			$341,334	($124,354)	$216,980	$216,980
1	Civil Process Coordinator 0099	1.0			$89,060	$12,936	$101,996	$101,996
30	Civil Process Server 0368	30.0			$2,075,673	$52,331	$2,128,004	$2,128,004
2	Civil Process Server Supervisr 0564	2.0			$178,397	$15,881	$194,278	$194,278
7	Civil Process Specialist I 0474	6.4			$385,007	$17,079	$402,086	$402,086
8	Civil Process Specialist II 0448	8.0			$543,597	$42,641	$586,238	$586,238
3	Civil Writs Specialist 0330	3.0			$206,322	$5,026	$211,348	$211,348
3	Claims/Investigator Adjuster 0091	3.0			$244,233	$39,089	$283,322	$283,322
1	Classification/Comp Mgr 0482	1.0			$160,554	$15,432	$175,986	$175,986
1	Clerical Assistant To Sheriff 0107	1.0			$80,362	$5,648	$86,010	$86,010
2	Clerical Specialist 0039	1.4			$96,900	$3,286	$100,187	$100,187
1	Code Inspector 0497	1.0			$66,575	$17,687	$84,262	$84,262
1	Colonel - DLE/CC 0171	1.0			$253,428	$43,850	$297,278	$297,278
5	Colonel-DLE 0003	5.0			$1,265,340	$219,249	$1,484,589	$1,484,589
1	Colonel-Undersheriff 0176	1.0			$266,069	$49,009	$315,078	$315,078
1	Community Affairs Manager 0090	1.0			$126,948	$10,337	$137,285	$137,285
2	Community Affairs Specialist 0112	2.0			$346,503	($121,001)	$225,501	$225,501
35	Community Service Aide 0037	35.0			$2,088,924	$288,451	$2,377,375	$2,377,375
2	Compliance and Accred Mgr 0201	2.0			$270,230	$16,807	$287,037	$287,037
2	Contract Coordinator 0442	2.0			$210,625	$14,876	$225,501	$225,501
1	Contract Manager 0227	1.0			$208,028	($78,471)	$129,556	$129,556
1	Contract Specialist 0454	1.0			$91,324	$16,218	$107,542	$107,542
6	Courier 0489	4.8			$256,653	$24,317	$280,970	$280,970
1	Courier Supervisor 0464	1.0			$69,561	$2,925	$72,487	$72,487
17	Crime Analyst 0408	17.0			$1,155,937	$214,167	$1,370,104	$1,370,104

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 15 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Crime Intelligence Coordinator 0405	1.0			$119,384	$4,592	$123,977	$123,977
1	Crime Lab Projects Manager 0149	1.0			$119,419	$4,558	$123,977	$123,977
1	Crime Lab Q/A Manager 0278	1.0			$153,071	$22,915	$175,986	$175,986
1	Crime Lab Quality Assurance Sp 0844	1.0			$145,256	$17,138	$162,394	$162,394
3	Crime Lab Technical Leader 0247	3.0			$436,368	$51,414	$487,783	$487,783
4	Crime Lab Unit Manager 0523	4.0			$610,483	$91,660	$702,143	$702,143
3	Crime Scene Technician II 0162	3.0			$245,988	$32,214	$278,202	$278,202
3	Crime Stoppers Specialist 0375	3.0			$210,313	$7,147	$217,460	$217,460
7	Criminalist II 0188	7.0			$758,853	$45,287	$804,140	$804,140
24	Criminalist III 0123	24.0			$2,910,047	$451,198	$3,361,244	$3,361,244
1	Custodian 0476	1.0			$48,583	$5,293	$53,876	$53,876
2	Database Administrator 0601	2.0			$305,452	$19,936	$325,388	$325,388
2	Deputy General Counsel 0280	2.0			$211,696	$240,184	$451,880	$451,880
1	Deputy General Counsel-Sworn 0292	1.0			$211,696	$14,244	$225,940	$225,940
10	Deputy Sheriff - Detention 0349	10.0			$1,107,557	($2,703)	$1,104,854	$1,104,854
1	Deputy Sheriff - Detention/CC 0350	1.0			$92,171	$28,829	$121,000	$121,000
398	Deputy Sheriff - DLE 0296	398.0			$42,027,899	$4,932,852	$46,960,751	$46,960,751
51	Deputy Sheriff - DLE/CC 0298	51.0			$5,979,014	$196,937	$6,175,950	$6,175,950
8	Deputy Sheriff/Pilot/DLE 0293	8.0			$778,385	$97,676	$876,060	$876,060
3	Digital Forensic Assistant 0634	3.0			$171,211	$56,495	$227,707	$227,707
5	Digital Forensic Examiner 0635	5.0			$351,338	$140,562	$491,900	$491,900
1	Digital Forensic Supervisor 0641	1.0			$132,142	($28,446)	$103,696	$103,696
4	Digital Forensic Video Special 0092	4.0			$468,343	($83,039)	$385,303	$385,303
1	Digital Records Supervisor 0567	1.0			$105,682	$6,768	$112,451	$112,451
3	Digital Records Technician 0060	3.0			$281,172	$24,816	$305,988	$305,988

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 16 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Dir - Information Technology 0004	1.0			$193,198	$24,383	$217,581	$217,581
1	Dir - Internal Audit 0708	1.0			$170,369	$55,571	$225,940	$225,940
1	Dir Prof Standards Comm 0120	1.0			$165,519	$60,421	$225,940	$225,940
1	Dir. Office of Mgmt&Budget 0711	1.0			$198,026	$27,914	$225,940	$225,940
1	Director - Finance 0707	1.0			$198,026	$27,914	$225,940	$225,940
1	Director - Government Affairs 0179	1.0			$145,462	$60,143	$205,605	$205,605
1	Director - Purchasing 0256	1.0			$198,026	$27,914	$225,940	$225,940
1	Director - Risk Management 0258	1.0			$170,322	$35,283	$205,605	$205,605
1	Director-Crime Lab 0239	1.0			$171,050	$46,530	$217,581	$217,581
1	Director-Emergency Management 0478	1.0			$163,248	$54,333	$217,581	$217,581
1	Director-Public Information 0712	1.0			$171,946	$33,660	$205,605	$205,605
1	Dir-Plan Dev & Fac. Mgmt. 0526	1.0			$164,597	$41,009	$205,605	$205,605
1	EAP Manager 0223	1.0			$139,521	$35,865	$175,386	$175,386
3	Emergency Mgmt Prog Coord 0323	3.0			$253,617	$108,460	$362,077	$362,077
2	Employee Behav Health Svcs Cli 0496	2.0			$0	$219,384	$219,384	$219,384
1	Employee Development Spec 0224	1.0			$119,985	$10,791	$130,776	$130,776
1	Enterprise Messaging Sys Admin 0420	1.0			$78,478	$9,630	$88,108	$88,108
1	Equal Employ Opportunity Mgr 0799	1.0			$145,299	$30,687	$175,986	$175,986
13	Evidence Technician 0395	13.0			$905,159	$111,185	$1,016,344	$1,016,344
2	Evidence Unit Supervisor 0259	2.0			$218,413	$16,676	$235,089	$235,089
1	Exec Asst to the Sheriff 0014	1.0			$163,645	$16,080	$179,725	$179,725
1	Fleet Fuel Transport Driver 0145	1.0			$94,545	$2,594	$97,139	$97,139
1	Fleet Manager 0238	1.0			$145,299	$17,096	$162,394	$162,394
3	Fleet Service Specialist 0396	3.0			$291,484	($67)	$291,417	$291,417
2	Fleet Service Supervisor 0318	2.0			$203,120	$21,781	$224,901	$224,901

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 17 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
4	Fleet Service Writer 0452	4.0			$401,251	$38,853	$440,104	$440,104
1	Fleet Service Writer Spvr 0456	1.0			$119,384	$10,791	$130,176	$130,176
4	Forensic Technician 0372	4.0			$241,261	$58,900	$300,161	$300,161
1	General Counsel 0156	1.0			$250,167	$27,123	$277,290	$277,290
1	Geographic Info System Analyst 0211	1.0			$99,695	$12,017	$111,712	$111,712
1	Governmental Affairs Manager 0196	1.0			$64,550	$4,485	$69,035	$69,035
4	Grants Coordinator 0023	4.0			$367,811	$34,873	$402,684	$402,684
1	Grants Manager 0713	1.0			$138,728	$5,391	$144,119	$144,119
4	Graphic Designer & Prod Coord 0789	4.0			$280,727	$76,456	$357,182	$357,182
2	HRIM Analyst 0886	2.0			$61,573	$90,649	$152,222	$152,222
1	HRIM Manager 0357	1.0			$153,071	$22,315	$175,386	$175,386
8	Human Resources Analyst 0233	8.0			$654,473	$45,555	$700,028	$700,028
7	Human Resources Coordinator 0230	7.0			$319,522	$330,029	$649,551	$649,551
15	Human Resources Specialist 0043	15.0			$1,115,806	($40,173)	$1,075,633	$1,075,633
15	I.D. Technician I 0024	15.0			$887,204	$91,598	$978,801	$978,801
4	I.D. Unit Supervisor 0026	4.0			$322,268	$24,820	$347,088	$347,088
1	Info Tech Systems Admin 0455	1.0			$132,142	$5,143	$137,285	$137,285
7	Information Tech Supervisor 0275	7.0			$797,061	$82,598	$879,659	$879,659
6	Information Technology Manager 0167	6.0			$1,002,137	($28,578)	$973,560	$973,560
7	Investigative Aide I 0048	7.0			$514,395	$17,576	$531,970	$531,970
6	Investigative Aide II 0093	6.0			$447,224	$50,264	$497,488	$497,488
2	IT Project Coordinator 0155	2.0			$227,552	$8,595	$236,146	$236,146
8	IT Systems Software Engineer 0169	8.0			$893,742	$54,605	$948,346	$948,346
1	Juvenile Services Prg Manager 0721	1.0			$132,180	$5,105	$137,285	$137,285
2	Learning Mgmt Sys Specialist 0462	2.0			$184,147	$31,329	$215,477	$215,477

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 18 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Legal Administrator 0113	1.0			$113,809	$4,264	$118,073	$118,073
4	Legal Assistant 0303	4.0			$314,989	$30,623	$345,612	$345,612
1	Legal Clerical Assistant 0110	1.0			$76,911	$3,006	$79,917	$79,917
1	Lieutenant - Detention 0209	1.0			$161,446	$13,533	$174,979	$174,979
27	Lieutenant - DLE 0148	27.0			$4,412,532	$428,012	$4,840,544	$4,840,544
2	Lieutenant - DLE/CC 0166	2.0			$330,612	$21,526	$352,138	$352,138
1	Lieutenant Colonel - DLE/CC 0400	1.0			$229,844	$40,463	$270,307	$270,307
1	Litigation Assistant 0183	1.0			$98,292	$3,704	$101,996	$101,996
12	Major - DLE 0057	12.0			$2,302,044	$398,625	$2,700,669	$2,700,669
2	Major-DLE/CC 0063	2.0			$208,949	$282,027	$490,976	$490,976
2	Marine Mechanic 0563	2.0			$196,274	($26,338)	$169,935	$169,935
5	Neighborhood Support Special 0381	5.0			$445,020	$45,885	$490,904	$490,904
2	Network Analyst 0416	2.0			$188,803	$14,661	$203,464	$203,464
1	Occupational Health and Safety 0309	1.0			$75,699	$9,262	$84,961	$84,961
1	Occupational Health Safety Mgr 0367	1.0			$119,419	$4,558	$123,977	$123,977
1	Payroll Manager 0160	1.0			$153,071	$22,915	$175,986	$175,986
5	Payroll Specialist 0431	5.0			$319,119	$70,277	$389,395	$389,395
1	Payroll Supervisor 0302	1.0			$63,607	$18,974	$82,580	$82,580
1	Photographer 0206	1.0			$48,140	$18,977	$67,117	$67,117
1	Plan Dev & Fac Mgmt Manager 0480	1.0			$0	$120,533	$120,533	$120,533
1	Planning Dev. & Fac. Spec 0529	1.0			$159,818	($61,465)	$98,353	$98,353
2	Principal Budget Analyst 0479	2.0			$266,471	$21,767	$288,237	$288,237
1	Professional Standards Liaison 0384	1.0			$98,292	$3,704	$101,996	$101,996
4	Property Specialist II 0451	4.0			$245,841	$55,917	$301,758	$301,758
1	Public Information Officer 0231	1.0			$114,409	$4,264	$118,673	$118,673

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 19 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Public Records Manager 0398	1.0			$138,728	$5,391	$144,119	$144,119
2	Public Records Specialist 0338	2.0			$62,976	$97,555	$160,531	$160,531
2	Public Records Supervisor 0343	2.0			$137,883	$30,085	$167,969	$167,969
14	Public Records Technician 0271	13.4			$805,182	($6,859)	$798,323	$798,323
2	Purchasing Agent I 0304	2.0			$89,660	$75,052	$164,712	$164,712
3	Purchasing Agent II 0305	3.0			$443,761	($147,657)	$296,104	$296,104
3	Purchasing Assistant 0066	3.0			$0	$163,029	$163,029	$163,029
2	Purchasing Manager 0718	2.0			$304,941	$45,830	$350,771	$350,771
1	Records Warrants Manager 0334	1.0			$138,128	$5,391	$143,519	$143,519
18	Records/Warrants Specialist 0050	18.0			$1,283,986	$114,887	$1,398,874	$1,398,874
7	Records/Warrants Supervisor 0061	7.0			$573,923	$65,067	$638,990	$638,990
36	Records/Warrants Technician 0040	36.0			$2,185,532	$48,248	$2,233,780	$2,233,780
1	Research & Development Coord 0022	1.0			$119,985	($27,238)	$92,746	$92,746
2	Research Specialist 0255	2.0			$175,220	$1,511	$176,731	$176,731
1	Selection & Assessment Manager 0125	1.0			$141,033	$19,945	$160,978	$160,978
1	Senior Aircraft Technician 0746	1.0			$132,954	$3,730	$136,684	$136,684
1	Senior Auditor 0161	1.0			$145,856	($37,949)	$107,908	$107,908
1	Senior Background Investigator 0331	1.0			$98,263	$8,833	$107,096	$107,096
2	Senior Claims/Investigator Adj 0143	2.0			$192,012	$24,160	$216,171	$216,171
3	Senior Network Analyst 0342	3.0			$309,995	$17,875	$327,870	$327,870
4	Senior Purchasing Agent 0240	4.0			$460,603	($8,465)	$452,138	$452,138
12	Senior Systems Technician 0272	12.0			$1,183,528	$131,619	$1,315,147	$1,315,147
6	Sergeant - Detention 0261	6.0			$518,717	$362,525	$881,242	$881,242
2	Sergeant - Detention/CC 0263	2.0			$250,563	$27,399	$277,963	$277,963
93	Sergeant - DLE 0226	93.0			$12,883,482	$1,539,996	$14,423,478	$14,423,478

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **General Law Enforcement** Functional Category Page 20 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
8	Sergeant - DLE/CC 0236	8.0			$1,290,437	($32,303)	$1,258,134	$1,258,134
2	Sergeant/Pilot/DLE 0221	2.0			$268,117	$55,879	$323,996	$323,996
1	Sheriff 0001	1.0			$304,106	$10,372	$314,478	$314,478
2	Social Media Specialist 0205	2.0			$84,075	$95,677	$179,752	$179,752
5	Special Projects Coordinator 0225	5.0			$413,936	$123,943	$537,880	$537,880
3	Sr Information Technology Mgr 0100	3.0			$329,178	$240,272	$569,450	$569,450
1	Sr Public Information Officer 0193	1.0			$127,145	$10,139	$137,285	$137,285
2	Staff Accountant 0499	2.0			$253,691	$20,278	$273,969	$273,969
4	Strategic Intelligence Analyst 0406	4.0			$377,017	$12,139	$389,156	$389,156
12	Systems Technician 0219	12.0			$908,748	$73,358	$982,106	$982,106
1	Terminal Agency Coordinator 0141	1.0			$66,496	$8,709	$75,205	$75,205
3	Training Specialist 0843	3.0			$187,753	$10,510	$198,264	$198,264
2	Victim Advocate 0295	2.0			$170,408	$24,085	$194,493	$194,493
1	Video Production Specialist 0208	1.0			$71,123	$12,789	$83,912	$83,912

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Corrections** Functional Category Page 21 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
The Broward County Board of County Commissioner's decreased Broward County Sheriff's Office total Personnel Services request by ---------->				($18,396,111)				
4	Accountability Specialist 0284	4.0			$321,353	$30,674	$352,027	$352,027
1	Accountant I 0327	1.0			$82,427	$10,086	$92,513	$92,513
10	Accounting Spec II 0387	10.0			$586,669	$125,570	$712,239	$712,239
1	Accounting Supervisor 0098	1.0			$98,263	$8,833	$107,096	$107,096
3	Admin Specialist I 0446	3.0			$190,459	($9,167)	$181,292	$181,292
15	Admin Specialist II 0052	15.0			$1,052,994	$21,887	$1,074,880	$1,074,880
5	Administrative Assistant 0300	5.0			$433,521	$57,758	$491,279	$491,279
20	Administrative Support Spec 0041	20.0			$1,115,609	$32,494	$1,148,103	$1,148,103
1	Assistant Business Manager 0285	1.0			$126,545	($8,341)	$118,205	$118,205
1	Assistant Treatment Manager 0214	1.0			$127,145	$10,139	$137,285	$137,285
1	Asst Dir - Community Programs 0085	1.0			$166,846	$13,479	$180,325	$180,325
1	Asst.Director-DODCP BusinAdmin 0178	1.0			$166,846	$39,360	$206,205	$206,205
1	Biometric Unit Manager 0234	1.0			$145,299	$17,096	$162,394	$162,394
1	Biometric Unit QA Specialist 0222	1.0			$119,985	$4,592	$124,577	$124,577
4	Captain - Detention 0077	4.0			$745,396	$130,977	$876,373	$876,373
3	Captain - Detention/CC 0089	3.0			$559,647	$98,233	$657,880	$657,880
1	Classifications Records Coord 0325	1.0			$80,748	$7,360	$88,108	$88,108
8	Clerical Specialist 0039	8.0			$537,977	($101,225)	$436,752	$436,752
1	Colonel - DLE/CC 0171	1.0			$253,428	$43,850	$297,278	$297,278
93	Comm Programs Supervision Spec 0135	93.0			$7,888,875	$643,814	$8,532,689	$8,532,689
1	Comm Super Prog QA Coordinat 0545	1.0			$114,376	$4,297	$118,673	$118,673

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Corrections** Functional Category Page 22 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Commissary Storeroom Super 0017	1.0			$77,636	$6,277	$83,912	$83,912
2	Community Job Dev Coord 0856	2.0			$152,929	$18,511	$171,440	$171,440
13	Community Programs Supervisor 0383	13.0			$1,326,545	$81,149	$1,407,693	$1,407,693
4	Confine Status Spec III 0433	4.0			$262,185	$120,277	$382,462	$382,462
1	Confinement Status Manager 0428	1.0			$120,019	$514	$120,533	$120,533
11	Confinement Status Spec I 0389	11.0			$552,657	$106,022	$658,679	$658,679
6	Confinement Status Spec II 0432	6.0			$699,066	($191,518)	$507,548	$507,548
2	Confinement Status Supervisor 0027	2.0			$196,526	$9,980	$206,506	$206,506
866	Deputy Sheriff - Detention 0349	866.0			$74,316,532	$7,872,259	$82,188,791	$82,188,791
128	Deputy Sheriff - Detention/CC 0350	128.0			$12,180,496	$1,127,202	$13,307,697	$13,307,697
1	Det Staffing Mgmt Systems Spec 0418	1.0			$93,513	$3,626	$97,139	$97,139
20	Detention Aide 0036	20.0			$994,983	$47,209	$1,042,192	$1,042,192
1	Detention Audio Video Tech 0407	1.0			$99,272	$2,724	$101,996	$101,996
1	Detention Classification Mgr 0191	1.0			$152,471	$22,915	$175,386	$175,386
33	Detention Classification Spec 0283	33.0			$2,596,827	$221,929	$2,818,756	$2,818,756
6	Detention Classification Super 0543	6.0			$626,796	$37,938	$664,734	$664,734
1	Detention Facilities Maint Mgr 0088	1.0			$126,545	$10,139	$136,684	$136,684
4	Detention Facilities Maint Sup 0340	4.0			$400,198	$38,746	$438,943	$438,943
1	Detention Law Library Spec 0445	1.0			$52,584	$6,104	$58,688	$58,688
9	Detention Program Specialist 0306	9.0			$721,349	$90,435	$811,783	$811,783
1	Detention Program Supervisor 0241	1.0			$113,776	($23,966)	$89,809	$89,809
1	Detention Staffing Mgmt Spvr. 0311	1.0			$98,263	$8,833	$107,096	$107,096
217	Detention Technician 0038	217.0			$12,178,749	$1,464,244	$13,642,993	$13,642,993
1	Director of Detention 0761	1.0			$193,198	$24,383	$217,581	$217,581
1	Director-Community Programs 0704	1.0			$218,985	$6,955	$225,940	$225,940

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Corrections** Functional Category Page 23 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
3	DOCP Supervision Program Mgr 0369	3.0			$409,559	$22,198	$431,756	$431,756
1	DOD Records Custodian 0586	1.0			$80,748	$11,765	$92,513	$92,513
1	DOD-Inventory Control Manager 0361	1.0			$113,809	$4,264	$118,073	$118,073
1	DOD-Inventory Control Superv 0360	1.0			$89,060	$3,453	$92,513	$92,513
1	Fingerprint Analyst I 0409	1.0			$0	$71,911	$71,911	$71,911
7	Fingerprint Analyst II 0370	7.0			$675,584	($11,428)	$664,156	$664,156
4	Fingerprint Analyst III 0415	4.0			$387,529	$41,107	$428,636	$428,636
3	Fingerprint Analyst Supervisor 0485	3.0			$341,327	$49,200	$390,527	$390,527
1	Food Services Contract Mgr 0276	1.0			$103,042	$4,053	$107,096	$107,096
5	Inmate Asset Specialist I 0436	5.0			$333,866	$23,472	$357,338	$357,338
48	Inmate Asset Specialist II 0434	48.0			$3,152,309	$153,863	$3,306,172	$3,306,172
1	Inmate Banking Supervisor 0419	1.0			$89,660	$3,453	$93,113	$93,113
2	Inmate Health Care Manager 0005	2.0			$243,435	$70,796	$314,231	$314,231
1	Inmate Mental Health Manager 0007	1.0			$153,071	$22,915	$175,986	$175,986
9	Inmate Mental Health Spec 0307	9.0			$638,527	$76,953	$715,480	$715,480
1	Inmate Mental Health Supv 0507	1.0			$0	$79,916	$79,916	$79,916
1	Inmate Property Coordinator 0267	1.0			$89,060	$3,453	$92,513	$92,513
6	Inmate Property Supervisor 0394	6.0			$453,345	$20,907	$474,253	$474,253
10	Intervention Counselor 0339	10.0			$689,029	$113,650	$802,679	$802,679
27	Lieutenant - Detention 0209	27.0			$3,992,096	$588,900	$4,580,996	$4,580,996
12	Lieutenant - Detention/CC 0213	12.0			$1,939,876	$86,815	$2,026,691	$2,026,691
1	Lieutenant Colonel - DLE/CC 0400	1.0			$230,444	$39,863	$270,307	$270,307
1	Lieutenant Colonel - DOD/CC 0250	1.0			$230,444	$39,863	$270,307	$270,307
7	Maintenance Specialist 0097	7.0			$497,483	$77,638	$575,121	$575,121
20	Maintenance Technician 0029	20.0			$1,324,515	$62,172	$1,386,687	$1,386,687

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Corrections** Functional Category Page 24 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Major - DOD/CC 0151	1.0			$208,949	$36,239	$245,188	$245,188
2	Major-DOD 0078	2.0			$417,899	$72,477	$490,376	$490,376
1	Probation Collections Supervis 0131	1.0			$80,748	$3,164	$83,912	$83,912
2	Property Specialist I 0450	2.0			$164,608	($61,139)	$103,469	$103,469
7	Property Specialist II 0451	7.0			$449,067	$117,258	$566,325	$566,325
2	Public Information Officer 0231	2.0			$217,417	$16,649	$234,067	$234,067
1	Research Specialist 0255	1.0			$98,263	$8,833	$107,096	$107,096
96	Sergeant - Detention 0261	96.0			$11,048,398	$1,811,376	$12,859,774	$12,859,774
35	Sergeant - Detention/CC 0263	35.0			$4,448,813	$332,711	$4,781,524	$4,781,524
1	Substance Abuse Program Educ 0386	1.0			$78,579	$9,529	$88,108	$88,108
1	Treatment Caseworker 0103	1.0			$71,573	$914	$72,487	$72,487
4	Treatment Counselor 0326	4.0			$511,735	($178,461)	$333,274	$333,274
5	Treatment Counselor III 0421	5.0			$259,281	$242,959	$502,240	$502,240
2	Treatment Manager 0210	2.0			$261,605	$32,031	$293,636	$293,636
1	Treatment Programs Q.A. Coord. 0546	1.0			$97,307	$11,727	$109,035	$109,035
5	Treatment Supervisor 0096	5.0			$606,064	($51,190)	$554,874	$554,874

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Court Services** Functional Category Page 25 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
The Broward County Board of County Commissioner's decreased Broward County Sheriff's Office total Personnel Services request by ---------->				($4,303,503)				
2	Admin Specialist II 0052	2.0			$157,838	$1,995	$159,833	$159,833
7	Administrative Support Spec 0041	7.0			$422,474	$36,134	$458,608	$458,608
1	Captain-DLE/CC 0109	1.0			$186,349	$32,744	$219,093	$219,093
17	Community Service Aide 0037	17.0			$1,006,565	$160,912	$1,167,477	$1,167,477
99	Court Bailiff 0424	94.2			$5,599,647	$479,215	$6,078,862	$6,078,862
4	Court Bailiff Supervisor 0242	4.0			$374,053	$14,504	$388,556	$388,556
1	Court Liaison Office Spvr 0232	1.0			$80,748	$3,164	$83,912	$83,912
1	Court Services Manager 0423	1.0			$103,042	$4,053	$107,096	$107,096
52	Deputy Sheriff - DLE 0296	52.0			$6,096,864	$582,781	$6,679,645	$6,679,645
13	Deputy Sheriff - DLE/CC 0298	13.0			$1,540,562	$154,825	$1,695,386	$1,695,386
2	Lieutenant - DLE 0148	2.0			$277,813	$44,501	$322,315	$322,315
5	Sergeant - DLE 0226	5.0			$714,951	$70,199	$785,150	$785,150
1	Sergeant - DLE/CC 0236	1.0			$146,894	$12,595	$159,489	$159,489

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **E-911 Communications** Functional Category Page 26 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
The Broward County Board of County Commissioner's decreased Broward County Sheriff's Office total Personnel Services request by ---------->				($11,149,004)				
1	Admin Specialist I 0446	1.0			$117,264	($62,497)	$54,767	$54,767
1	Admin Specialist II 0052	1.0			$0	$79,599	$79,599	$79,599
1	Administrative Assistant 0300	1.0			$93,540	$8,456	$101,996	$101,996
0	Administrative Support Spec 0041	0.0			$69,561	($69,561)	$0	$0
1	Assistant Director - Reg Comm 0379	1.0			$175,171	$4,554	$179,725	$179,725
1	CJIS Compliance Manager 0175	1.0			$138,128	$5,391	$143,519	$143,519
5	Digital Records Technician 0060	5.0			$0	$493,994	$493,994	$493,994
1	Director - Reg Communications 0378	1.0			$192,599	$24,382	$216,980	$216,980
4	Regional Comm Asst Site Mgr 0252	4.0			$658,499	($111,762)	$546,738	$546,738
44	Regional Comm Duty Officer 0335	44.0			$5,443,304	$566,253	$6,009,557	$6,009,557
81	Regional Comm Operator I 0426	81.0			$7,505,425	($1,472,288)	$6,033,137	$6,033,137
55	Regional Comm Operator II 0412	55.0			$3,357,172	$1,538,658	$4,895,830	$4,895,830
233	Regional Comm Operator III 0393	233.0			$24,638,334	$2,554,343	$27,192,677	$27,192,677
17	Regional Comm Operator-Trainee 0460	17.0			$588,048	$465,420	$1,053,467	$1,053,467
4	Regional Comm Site Manager 0074	4.0			$581,194	$67,501	$648,695	$648,695

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Fire Rescue-General** Functional Category Page 27 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
The Broward County Board of County Commissioner's decreased Broward County Sheriff's Office total Personnel Services request by ---------->				($13,352,662)				
1	Accountant I 0327	1.0			$89,060	$12,936	$101,996	$101,996
3	Admin Specialist II 0052	3.0			$214,964	$9,573	$224,537	$224,537
2	Administrative Assistant 0300	2.0			$164,765	$17,148	$181,913	$181,913
1	Administrative Coordinator 0051	1.0			$89,060	$3,453	$92,513	$92,513
1	Air Rescue Heli Pilot Train 84 0751	1.0			$72,991	$68,297	$141,287	$141,287
1	Air Rescue Heli Pilot Train-80 0749	1.0			$0	$83,912	$83,912	$83,912
2	Air Rescue Helicopter Pilot 80 0747	2.0			$267,279	$66,120	$333,399	$333,399
2	Air Rescue Helicopter Pilot 84 0750	2.0			$356,246	($76,149)	$280,097	$280,097
2	Aircraft Technician 0257	2.0			$98,639	$119,165	$217,804	$217,804
2	Assist Chief - Fire Rescue 0732	2.0			$358,787	$131,589	$490,376	$490,376
1	Battalion Chief Fire Rescue 80 0819	1.0			$390,755	($176,289)	$214,467	$214,467
16	Battalion Chief FR 96 0919	16.0			$2,587,631	$463,384	$3,051,015	$3,051,015
6	Captain - Fire Rescue 80 0814	6.0			$970,299	$102,283	$1,072,582	$1,072,582
26	Captain - Fire Rescue 96 0914	26.0			$3,954,714	$467,644	$4,422,357	$4,422,357
1	Chief -Fire Rescue 0730	1.0			$253,428	$43,850	$297,278	$297,278
1	Deputy Chief - Fire Rescue 0731	1.0			$223,302	$46,405	$269,707	$269,707
2	District Chief - Fire Rescue 0739	2.0			$316,038	$117,923	$433,961	$433,961
4	Division Chief - Fire Rescue 0332	4.0			$696,115	$172,423	$868,537	$868,537
3	Driver Engineer 80 0806	3.0			$287,393	$176,658	$464,051	$464,051
59	Driver Engineer 96 0906	59.0			$7,533,223	$1,011,987	$8,545,210	$8,545,210
2	Fire Equipment Technician 0636	2.0			$177,863	($18,107)	$159,756	$159,756

Exhibit D

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the **Fire Rescue-General** Functional Category Page 28 of 32 Pages		
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Date Position Established	(5) County Commission Approved	(6) Annual Rate of Pay on Sept. 30, 2025	(7) Salary Rate Increase Requested	(8) Requested Rate of Salary on Sept. 30, 2026	(9) Amount Requested for Salaries in FY 2025-2026
1	Fire Rescue Facilt Maint Super 0744	1.0			$110,967	($3,871)	$107,096	$107,096
1	Fire Rescue Fleet Coordinator 0896	1.0			$119,419	$4,558	$123,977	$123,977
4	Fire Safety Inspector 0910	4.0			$332,380	$144,879	$477,259	$477,259
4	FireF/PM 96 Probationary 0900	4.0			$137,534	$113,679	$251,213	$251,213
2	Firefighter 96 0904	2.0			$239,525	$30,960	$270,485	$270,485
5	Firefighter/Paramedic 80 0801	5.0			$902,093	($255,871)	$646,222	$646,222
87	Firefighter/Paramedic 96 0901	87.0			$9,542,238	$838,419	$10,380,657	$10,380,657
4	Lieutenant Fire Rescue 80 0809	4.0			$755,675	($68,121)	$687,554	$687,554
40	Lieutenant-Fire Rescue 96 0909	40.0			$5,936,200	$347,142	$6,283,342	$6,283,342
2	Lieutenant-FR Prevention 0807	2.0			$309,947	$34,866	$344,814	$344,814
2	Life Safety Educator 0435	2.0			$0	$161,199	$161,199	$161,199
2	Property Specialist I 0450	2.0			$111,748	$20,031	$131,779	$131,779
4	Property Specialist II 0451	4.0			$280,692	$39,244	$319,936	$319,936
1	Senior Aircraft Technician 0746	1.0			$132,954	$3,730	$136,684	$136,684

Exhibit E

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit E - Detail of New Positions Requested in the **General Law Enforcement** Functional Category Page 29 of 32 Pages	
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Number of Months to be Employed	(5) County Commission Approved	(6) Salary Rate Increase Requested	(7) Requested Rate of Salary on Sept. 30, 2026	(8) Amount Requested for Salaries in FY 2025-2026
7	Deputy Sheriff - DLE 0296	7.0	12	$0.00	$891,900.23	$891,900.23	$891,900.23
1	Digital Forensic Examiner 0635	1.0	12	$0.00	$79,916.56	$79,916.56	$79,916.56
25	Community Service Aide 0037	25.0	12	$0.00	$1,725,873.00	$1,725,873.00	$1,725,873.00

Exhibit E

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit E - Detail of New Positions Requested in the **E-911 Communications** Functional Category Page 30 of 32 Pages	
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Number of Months to be Employed	(5) County Commission Approved	(6) Salary Rate Increase Requested	(7) Requested Rate of Salary on Sept. 30, 2026	(8) Amount Requested for Salaries in FY 2025-2026
1	Regional Comm Asst Site Mgr 0252	1.0	12	$0.00	$88,108.01	$88,108.01	$88,108.01
26	Regional Comm Duty Officer 0335	26.0	12	$0.00	$2,128,638.64	$2,128,638.64	$2,128,638.64

Exhibit E

BROWARD County Sheriff's Office		Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission				Exhibit E - Detail of New Positions Requested in the **Fire Rescue-General** Functional Category Page 31 of 32 Pages	
(1) Number of Positions	(2) Position Title	(3) F.T.E.	(4) Number of Months to be Employed	(5) County Commission Approved	(6) Salary Rate Increase Requested	(7) Requested Rate of Salary on Sept. 30, 2026	(8) Amount Requested for Salaries in FY 2025-2026
1	Air Rescue Helicopter Pilot	1.0	12	$0.00	$130,027.00	$130,027.00	$130,027.00
2	Life Safety Educator 0435	2.0	12	$0.00	$161,199.00	$161,199.00	$161,199.00

Exhibit G

BROWARD County Sheriff's Office	Budget for Fiscal Year 2025-2026 Appeal to the Administration Commission			Exhibit G - Detail of Capital Outlay in the **Fire Rescue-General** Functional Functional Category Page 32 of 32 Pages
(1)	(2)	(3)	(4)	
Sub-Object Codes	Sheriff's FY 2025-2026 Request	Items	Number of Items	
61 Land				
62 Buildings				
63 Infrastructure				
64 Machinery & Equipment	$8,141,053	New Aerial Apparatus, HD Hazmat Rescue vehicle, Refurbished Ambulance, Portable Generators, Forklift and Second Stage Regulator.		
65 Construction in Progress				
66 Books, Publications, and Library Materials				
67 Works of Art				
68 Intangible Assets				
TOTAL CAPITAL OUTLAY BUDGET	**$8,141,053**			