
From: Barreca, Courtney
Sent: Thursday, August 4, 2022 7:56 AM
To: #sworn
Subject: New Policy Enacted Effective Immediately - Drive Home

Good afternoon team,

While I work with the County Commission to bring you more benefits this budget season, I am pleased to announce that the Deputy Sheriff bargaining unit approved the proposals to change their contract. I want those benefits to take effect now.

Effective immediately, all Deputy Sheriffs will receive a 3% raise retroactive to October 1, 2021 to match the agency-wide raise we gave to all employees.

Effective immediately, all sworn employees hired before July 14, 2022 who are driving take-home vehicles will be permitted to drive their vehicles home. I feel it is important for our law enforcement to have the pride of a Sheriff's vehicle in their driveway and I am understanding to those who planned their residence under previous out-of-county policy. In that vein, you will see that the new policy includes the ability for deputies hired before July 14, 2022 to move up to 20 miles from the Alachua County line. This policy is extended to all sworn employees, regardless of bargaining unit.

As you may have seen during yesterday's County Commission meeting, my budget priority is pay for our employees. I was polite but unwavering in my request to raise starting deputy pay above \$50,000 and fund the corresponding raises up the scale. The 3% move of 2021 was a good start, but not near the goal.

Commission Meeting link https://alachua.granicus.com/ViewPublisher.php?view_id=8 (click Special Meeting on 8-2-22 @ 10:00 AM)

I look forward to bringing you good news and increased benefits as I continue the work of Sheriff both locally and in Tallahassee.

Honored to Serve,
Sheriff Clovis Watson, Jr.

Courtney Barreca
*Executive Asst. to Undersheriff Joel DeCoursey, Jr. &
Chief of Staff Danielle Judd*
Alachua County Sheriff's Office
P.O. Box 5489, Gainesville, FL 32627-5489
2621 SE Hawthorne Road, Gainesville, FL 32641

From: Barreca, Courtney
Sent: Monday, October 10, 2022 6:20 PM
To: #sworn
Subject: Funding Request to BOCC on Deputy Salaries
Attachments: Excess Funds Request to BOCC Oct 7 2022.pdf

Good afternoon team,

Although the County Commission approved only a 7% increase to cover the expenses of our entire budget, I am committed to raises that exceed 7%. Personnel compensation is my priority over other agency expenses, which have risen by more than 7%. I will continue to work on the mission of more compensation for you. Though the Commission has set us with lower budget funding than requested, this maneuver approaches from another angle - requesting returning to us unspent county funds.

Here is a copy of my October 7 request, the latest effort in our continual work to bring our folks more pay.

Honored to Serve,

Sheriff Clovis Watson, Jr.

ALACHUA



COUNTY SHERIFF'S OFFICE

Sheriff Clovis Watson, Jr.

Post Office Box 5489 • Gainesville, FL 32627

October 7, 2022

The Honorable Marihelen Wheeler, Chairman
Alachua County Board of Commissioners (BOCC)
12 Southeast 1st Street
Gainesville, Florida 32601

RE: Fiscal Year 2023 Sheriff Budget

During the final budget hearing held on September 27th for FY 2023, the topic of *estimated* excess funds to be returned to the County from our fiscal year end Agency operations was noted. This portion of the meeting concluded with a decision to review the *actual* excess funds due to the County by November 1st during a planned November 8th BOCC meeting.

It is our hope that the intent and spirit of discussions to be held on November 8th will include earnest deliberation for allocating FY 2022 excess funds as the source to elevate deputy salaries in the current fiscal year.

We will await the discussions on November 8th and plan to participate in the meeting to ascertain the Board's final determination on this item. The matter of deputy salaries for Alachua County continues to be an item of great import for this Agency and community and was the impetus for its inclusion in our certified budget request dated May 2, 2022. Once again, we respectfully request that you give this budgetary request another review and opportunity for consideration as a mid-year budget amendment.

Sincerely,

A handwritten signature in green ink, appearing to read 'Clovis Watson, Jr.', with a stylized flourish at the end.

Clovis Watson, Jr.
Sheriff

(352) 367-4000

ALACHUA COUNTY SHERIFF'S OFFICE

October 13, 2022

SHERIFF'S MEMORANDUM #OS-22-066

TO: All Personnel
FROM: Sheriff Clovis Watson, Jr.
RE: Step Plan Increases October 2022

#001
10/13/2022

The October 27, 2022 paycheck will include step plan increases that will be retroactive to October 1, 2022, for those **eligible employees** in accordance with Directive 332. The Civilian Step Plan, Combined Communications Center Step Plan and Certified Step Plan would govern those employees. The Sworn Step Plan for Bargaining Unit Members will step as outlined in their respective collective bargaining contracts.

Reminder from Directive 332:

Eligible Permanent Part-Time and Full-Time Positions:

- Employees who have already stepped in their current position
- Newer hires in Step 1 who have served at least 2 years as of October 1, 2022 will be moved to the next step that provides them a pay increase
- Promoted employees who have served at least 1 year as of October 1, 2022 will be moved to the next step that provides them a pay increase

Ineligible Positions:

- Employees not in a Step Plan:
 - Temporary Part-Time Employees
 - School Crossing Guards
 - Academy Cadets
- Employees in a Step Plan:
 - Newer hires with less than 2 years as of October 1, 2022
 - Recently promoted employees with less than 1 year as of October 1, 2022
 - Topped Out employees

Additional increases in pay will be applied as received, based on the funding by the Board of County Commissioners.

If you have any questions, please contact your Supervisor.