

ARTICLE 30

WAGES

Section 1

Subject to the approval of the Martin County Board of County Commissioners, effective October 1, 2023, the rates of pay will be consistent with those listed in the attached pay matrices (Appendices A & B).

Section 2

During each year of this contract, on their anniversary date, bargaining unit members who receive a satisfactory evaluation, will be advanced to the next step identified in the Step Pay Plan.

A. Example: On his/her anniversary date, a Step 4 bargaining unit member who receives a satisfactory annual evaluation, shall move to Step 5 of their respective pay plan.

B. Bargaining Unit Members, who are on probationary status, will not be advanced from their salary level to the next higher level of their respective pay plan, as set forth in Section 2, until they have received a satisfactory Summary Evaluation and have obtained a non-probationary status.


C. Bargaining Unit Members who receive an unsatisfactory evaluation will be subject to the procedures set forth in Article 12, Section 4.

Section 3

Effective October 1, 2019, Law Enforcement Candidates who are not FDLE certified will receive a starting salary of \$36,000.

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Martin County Sheriff's Office

5/31/23  
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Date

  
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PBA  
Brannon Keeler

5/31/23  
\_\_\_\_\_  
Date  
LEO MCSO Proposal 5/31/23

Section 4

At the conclusion of this contract (Sept. 30, 2025) a formal negotiation between MCSO and the PBA will be held in a reasonable time prior to submission of the proposed MCSO budget to the Board of County Commissioners. The meeting may be delayed due to emergencies or natural disasters.

Section 5

If the employee's assignment changes so that he/she does not meet the Aviation Unit Pilot criteria specified, he/she shall not be eligible for the compensation identified for Aviation Unit Pilots in Appendix B referenced in Section 1. If transferred, the bargaining unit member will be placed at the appropriate Grade/Step according to their new assignment. A temporary assignment of thirty (30) days or less will not affect the Aviation Unit Pilot Pay Plan compensation delineated in Appendix B.

Section 6

A bargaining unit member who is assigned to the Criminal Investigations Division as an active Polygraph Examiner for MCSO and continues to hold the appropriate certifications shall receive compensation in the amount of \$400.00 per month.

If the employee's assignment changes so that he/she does not meet the appropriate criteria above, and is no longer an active Polygraph Examiner, he/she shall relinquish the Polygraph Examiner compensation. The bargaining member, if transferred, will hold their current Grade / Step or the appropriate Grade / Step according to their new assignment. A temporary assignment of thirty (30) days or less will not affect the relinquishment of the Polygraph Examiner compensation.

  
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Martin County Sheriff's Office

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PBA  
Brennan Keeler

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Section 7

Acting Supervisory Assignment shall be established as follows:

- A. The Division Commander will submit a memorandum via chain-of- command to the Sheriff or designee for approval, prior to the start of an acting assignment in a supervisory position.
- B. A full-time bargaining unit member, while assigned in an acting capacity in a higher supervisory classification for a full fourteen (14) day period, will receive an additional five (5) percent of their base pay during that period, as acting assignment pay.
- C. The acting assignment shall not exceed one hundred and eighty (180) days.
- D. Upon termination of the acting assignment, the Division Commander will immediately notify the Human Resources Unit of the ending date of the acting assignment.
- E. If the bargaining unit member is permanently promoted to the Acting Assignment, time spent in that position will count toward their probationary period.
- F. A bargaining unit member classified as a Corporal who is assigned to an acting capacity in a higher supervisory classification for a full fourteen (14) day period, will receive an additional one and one-half (1.5) percent of their base pay during that period, as acting assignment pay.

Section 8

All bargaining unit members who have completed the years of service indicated below will be entitled to the lump sum longevity incentive reflected:

Years of Continuous Service	Annual Monetary Award
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Martin County Sheriff's Office

5/31/23  
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PBA Brennan Kedor

5/31/23  
Date

10+	\$1,500.00
20+	\$3,000.00

All incentives will be paid based on continuous full-time years of service with the MCSO. Incentive payments will begin on the employee's tenth (10<sup>th</sup>) anniversary and will be paid thereafter upon the completion of subsequent anniversary dates. Continuous service shall accumulate during paid FMLA leave, paid sick leave, workers' compensation leave, annual leave and military leave.


Section 9

Beginning October 1, 2023, newly hired Law Enforcement personnel with prior United States state, local, or federal sworn law enforcement experience will be compensated commensurate with their prior law enforcement experience as follows:

- New hires with 1 – 4 years of prior law enforcement experience shall be compensated at Step 2 on Appendix A
- New hires with 5 or more years of prior law enforcement experience shall be compensated at Step 3 on Appendix A.

Beginning October 1, 2023, the compensation structure delineated in Section 9 will be applied to Law Enforcement personnel with the aforementioned prior experience hired since October 1, 2022; however, there will be no backpay in conjunction with this provision.

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 Martin County Sheriff's Office

  
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 PBA *Bronnan Keelar*

5/31/23  
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PBA - Appendix A  
Martin County Sheriff's Office  
Pay Matrix

Current			
Deputy Sheriff - FY2023			
Deputy Sheriff	As of 10/1/2022	As of 10/1/2022	As of 10/1/2022
Step 1	53,878.43	\$ 4,489.87	\$ 25.90
Step 2	56,572.35	4,714.36	27.20
Step 3	59,400.97	4,950.08	28.56
Step 4	62,371.02	5,197.59	29.99
Step 5	65,489.58	5,457.47	31.49
Step 6	68,764.06	5,730.34	33.06
Step 7	72,202.26	6,016.86	34.71
Step 8	75,812.38	6,317.70	36.45
Step 9	79,602.99	6,633.58	38.27
Step 10	83,583.14	6,965.26	40.18
Step 11	87,762.31	7,313.53	42.19
11 Max	88,639.93	7,386.66	42.62

Sergeant - FY2023			
Sergeant	As of 10/1/2022	As of 10/1/2022	As of 10/1/2022
Step 1	74,504.32	\$ 6,208.69	\$ 35.82
Step 2	78,229.54	6,519.13	37.61
Step 3	82,141.03	6,845.09	39.49
Step 4	86,248.07	7,187.34	41.47
Step 5	90,560.48	7,546.71	43.54
Step 6	95,088.49	7,924.04	45.72
Step 7	99,842.93	8,320.24	48.00
7 Max	100,841.36	8,403.45	48.48

Projected			
Deputy Sheriff - FY2024			
Deputy Sheriff	As of 10/1/2023	As of 10/1/2023	As of 10/1/2023
Step 1	60,343.84	\$ 5,028.65	\$ 29.01
Step 2	63,361.03	5,280.09	30.46
Step 3	66,529.09	5,544.09	31.99
Step 4	69,855.54	5,821.30	33.58
Step 5	73,348.33	6,112.36	35.26
Step 6	77,015.75	6,417.98	37.03
Step 7	80,866.53	6,738.88	38.88
Step 8	84,909.87	7,075.82	40.82
Step 9	89,155.35	7,429.61	42.86
Step 10	93,613.12	7,801.09	45.01
Step 11	98,293.79	8,191.15	47.26
11 Max	99,276.72	8,273.06	47.73

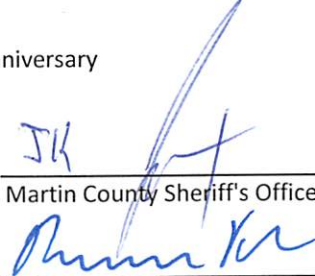
Sergeant - FY2024			
Sergeant	As of 10/1/2023	As of 10/1/2023	As of 10/1/2023
Step 1	83,444.84	\$ 6,953.74	\$ 40.12
Step 2	87,617.08	7,301.42	42.12
Step 3	91,997.95	7,666.50	44.23
Step 4	96,597.84	8,049.82	46.44
Step 5	101,427.74	8,452.31	48.76
Step 6	106,499.11	8,874.93	51.20
Step 7	111,824.08	9,318.67	53.76
7 Max	112,942.32	9,411.86	54.30

Projected			
Deputy Sheriff - FY2025			
Deputy Sheriff	As of 10/1/2024	As of 10/1/2024	As of 10/1/2024
Step 1	62,154.16	\$ 5,179.51	\$ 29.88
Step 2	65,261.86	5,438.49	31.38
Step 3	68,524.96	5,710.41	32.94
Step 4	71,951.21	5,995.93	34.59
Step 5	75,548.78	6,295.73	36.32
Step 6	79,326.22	6,610.52	38.14
Step 7	83,292.53	6,941.04	40.04
Step 8	87,457.17	7,288.10	42.05
Step 9	91,830.01	7,652.50	44.15
Step 10	96,421.51	8,035.13	46.36
Step 11	101,242.60	8,436.88	48.67
11 Max	102,255.02	8,521.25	49.16

Sergeant - FY2025			
Sergeant	As of 10/1/2023	As of 10/1/2023	As of 10/1/2023
Step 1	85,948.19	\$ 7,162.35	\$ 41.32
Step 2	90,245.59	7,520.47	43.39
Step 3	94,757.89	7,896.49	45.56
Step 4	99,495.78	8,291.32	47.83
Step 5	104,470.57	8,705.88	50.23
Step 6	109,694.08	9,141.17	52.74
Step 7	115,178.80	9,598.23	55.37
7 Max	116,330.59	9,694.22	55.93

**Notes:**

- All sworn deputies that are not topped-out will receive a step increase on anniversary

  
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 Martin County Sheriff's Office  
 PBA *Brannon Kessler*

5/31/23  
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PBA - Appendix B  
 Martin County Sheriff's Office  
 Pay Matrix - Pilots

Current			
Pilot - FY2023			
Pilot	As of 10/1/2022	As of 10/1/2022	As of 10/1/2022
Step 1	73,710.53	\$ 6,142.54	\$ 35.44
Step 2	77,396.06	6,449.67	37.21
Step 3	81,265.87	6,772.16	39.07
Step 4	85,329.17	7,110.76	41.02
Step 5	89,595.61	7,466.30	43.07
Step 6	94,075.41	7,839.62	45.23
Step 7	98,779.18	8,231.60	47.49
Step 8	103,718.13	8,643.18	49.86
8 Max	104,755.32	8,729.61	50.36

Chief Pilot - FY2023			
Chief Pilot	As of 10/1/2022	As of 10/1/2022	As of 10/1/2022
Step 1	81,317.82	\$ 6,776.49	\$ 39.10
Step 2	85,383.73	7,115.31	41.05
Step 3	89,652.91	7,471.08	43.10
Step 4	94,135.57	7,844.63	45.26
Step 5	98,842.34	8,236.86	47.52
Step 6	103,784.46	8,648.71	49.90
Step 7	108,973.67	9,081.14	52.39
Step 8	114,422.37	9,535.20	55.01
8 Max	115,566.59	9,630.55	55.56

Projected			
Pilot - FY2024			
Pilot	As of 10/1/2023	As of 10/1/2023	As of 10/1/2023
Step 1	82,555.79	\$ 6,879.65	\$ 39.69
Step 2	86,683.59	7,223.63	41.67
Step 3	91,017.77	7,584.81	43.76
Step 4	95,568.67	7,964.06	45.95
Step 5	100,347.08	8,362.26	48.24
Step 6	105,364.46	8,780.37	50.66
Step 7	110,632.68	9,219.39	53.19
Step 8	116,164.31	9,680.36	55.85
8 Max	117,325.96	9,777.16	56.41



Chief Pilot - FY2024			
Chief Pilot	As of 10/1/2023	As of 10/1/2023	As of 10/1/2023
Step 1	91,075.96	\$ 7,589.66	\$ 43.79
Step 2	95,629.78	7,969.15	45.98
Step 3	100,411.26	8,367.61	48.27
Step 4	105,431.84	8,785.99	50.69
Step 5	110,703.42	9,225.29	53.22
Step 6	116,238.60	9,686.55	55.88
Step 7	122,050.51	10,170.88	58.68
Step 8	128,153.05	10,679.42	61.61
8 Max	129,434.58	10,786.22	62.23

Projected			
Pilot - FY2025			
Pilot	As of 10/1/2024	As of 10/1/2024	As of 10/1/2024
Step 1	85,032.46	\$ 7,086.04	\$ 40.88
Step 2	89,284.10	7,440.34	42.93
Step 3	93,748.30	7,812.36	45.07
Step 4	98,435.73	8,202.98	47.32
Step 5	103,357.49	8,613.12	49.69
Step 6	108,525.39	9,043.78	52.18
Step 7	113,951.66	9,495.97	54.78
Step 8	119,649.24	9,970.77	57.52
8 Max	120,845.74	10,070.48	58.10

Chief Pilot - FY2025			
Chief Pilot	As of 10/1/2024	As of 10/1/2024	As of 10/1/2024
Step 1	93,808.24	\$ 7,817.35	\$ 45.10
Step 2	98,498.67	8,208.22	47.36
Step 3	103,423.60	8,618.63	49.72
Step 4	108,594.80	9,049.57	52.21
Step 5	114,024.52	9,502.04	54.82
Step 6	119,725.76	9,977.15	57.56
Step 7	125,712.03	10,476.00	60.44
Step 8	131,997.64	10,999.80	63.46
8 Max	133,317.62	11,109.80	64.10

**Notes:**

- All sworn deputies that are not topped-out will receive a step increase on anniversary

  
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 PBA Brennan Keeler

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