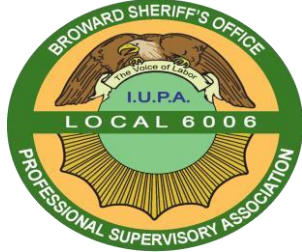




I.U.P.A. LOCAL 6020

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



August 10, 2023

Ms. Monica Cepero
Broward County Administrator
Room 409
115 S. Andrews Avenue, Fort
Lauderdale, FL 33301

Dear Administrator Cepero:

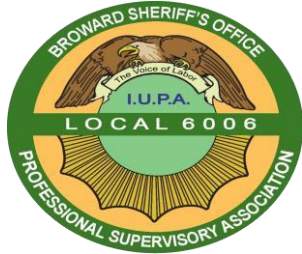
The International Union of Police Associations (I.U.P.A.) Local 6020, the I.U.P.A. Local 6006, the I.U.P.A. Local 6030, the International Association of Firefighters (I.A.F.F.) Local 4321, the Fraternal Order of Police (FOP) Broward Sheriff's Office Detention Lieutenants Lodge, the FOP Broward Sheriff's Office Law Enforcement Lieutenants Lodge, and the Federation of Public Employees (FOPE) collectively represent approximately 5,000 employees consisting of sworn law enforcement deputies, detention deputies, firefighters, dispatchers, and numerous nonsworn civilian personnel for the Broward County Sheriff's Office (BSO), Florida's largest sheriff's office. The members of these unions take pride in striving to provide the best level of public safety service to the approximately 2 million residents of Broward County.

Our unions provide representation and advocacy for labor related matters for their membership. A key area of this representation involves ensuring the best working conditions are provided for our collective membership. Establishing the most elite working conditions for a public safety agency such as the Broward County Sheriff's Office is heavily reliant on completely funding operational, administrative, and recruitment components.



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On Wednesday, August 9th, 2023, you refused to meet with Broward Sheriff Gregory Tony and other Broward Sheriff's Office command and administrative personnel despite initially agreeing to the meeting. The purpose of said meeting was to discuss adjustments to the Broward Sheriff's Office's budget so that the agency can have the reoccurring funding necessary to provide adequate staffing levels, provide necessary equipment, and ensure the agency can properly recruit and retain employees by providing competitive salaries and benefits needed especially during this unprecedented economic time.

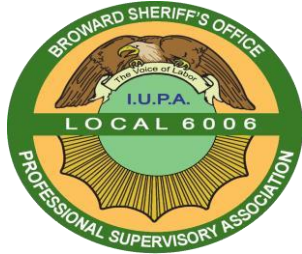
As Broward County nears the start of a new fiscal year on October 1, 2023, these collective unions urge you as well as the members of the Broward County Commission to provide the funding requests made by the Broward County Sheriff's Office. Public safety is a very unique and vital component for society to function and any short coming as a result from inadequate funding or unfulfilled requests no matter how small can have the potential for extremely adverse effects on the community.

Over the past few years, Broward County has disproportionately funded positions within the Broward County government over providing the needed funding to the Broward Sheriff's Office. Funding for public safety is a financial investment but the return from such an investment stretches across a variety of areas such as less residents being exposed to the traumatizing effects whether physical or psychological of being a crime victim, businesses sustaining less financial loss from crimes such as theft which allows the business to excel and thus prevent layoffs or reduced hiring which can lead to a higher unemployment level, increased property values which results in increased tax revenue for the government and



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increased individual wealth for the property owner, and a safer community for families to raise children in.

Broward County has unfortunately become subjected to multiple large scale mass casualty incidents over the past several years. The time to commit to adequate reoccurring funding to provide adequate staffing levels, provide necessary equipment, and ensure the agency can properly recruit and retain employees by providing competitive salaries and benefits is before tragedy strikes a community, not afterwards.

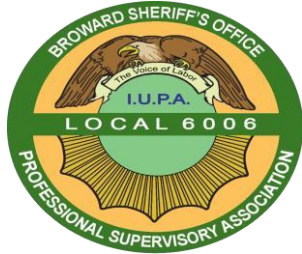
Through this letter, our collective unions are formally requesting a meeting between yourself, the Broward County Commissioners, our collective unions, and Broward Sheriff Tony as well as members of his command staff so that we can ensure the necessary funds are allocated to keep the citizens and visitors of Broward County safe.

Beyond being employees in Broward County, many of these union members are residents of Broward County and ultimately community stakeholders who truly want to ensure Broward County and its residents receive the best public safety services. Our collective unions look forward to working with you as well as the members of the Broward County Commission toward ensuring the Broward County Sheriff's Office has all the resources it needs to effectively reach the common goal that all of our entities have which is a safe community.



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Respectfully submitted,

Matt Cowart
President, I.U.P.A. Local 6020

Norman Lebron
Director of BSO Services, FOPE

Steve Bertuccio
President, I.A.F.F. Local 4321

Kenya Deleveaux
President, I.U.P.A. Local 6030

Stephen Edwards
Labor Representative, FOP- BSO Detention Lodge

Ruqaiyah Holmes
President, I.U.P.A. Local 6006

Ken Bowermaster
Labor Representative, FOP- BSO Law Enforcement Lodge

CC: Broward County Commissioners