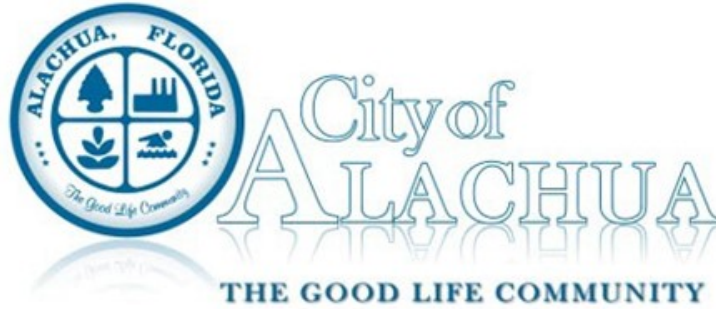




City of Alachua Bargaining Representative- G.B. “Cap” Wilson,
Compliance and Risk Management Director

City of Alachua Team Member – Jesse Sandusky, Chief of
Police-

City of Alachua Team Member – Tara Malone, Human Resources
Director

FOP Bargaining Representative Gator Lodge 67- Steve Hayes,
President

FOP APD Bargaining Team Member – Sgt. Carlos Hunt

The Fraternal Order of Police will conduct a
Regular Fraternal Order of Police Meeting
At 1:30 PM

to address the item(s) below.

Meeting Date: September 23, 2025

Meeting Location: James A. Lewis City Commission Chambers
15100 NW 142 Terrace
Alachua, FL 32615

Fraternal Order of Police Meeting

Notice given pursuant to Section 286.0105, Florida Statutes. In order to appeal any decision made at this meeting, you will need a verbatim record of the proceedings. It will be your responsibility to ensure such a record is made.

CALL TO ORDER

APPROVAL OF THE AGENDA

I. OLD BUSINESS

- A) CONTINUE NEGOTIATIONS FOR ARTICLE 24 AND ARTICLE 26 OF COA/FOP FY2022-2025 CURRENT CONTRACT (AS AMENDED).

II. NEW BUSINESS

- A) COMMENCE NEGOTIATIONS FOR COA COMMUNICATIONS OPERATOR POSITIONS.

III. COA FILE DOCUMENT LIST

- A) CITY OF ALACHUA/FRATERNAL ORDER OF POLICE SECOND MEETING NOTICE 09/23/2025.
- B) COA SUMMARY OF FIRST COA PROPOSAL.
- C) CITY OF HIGH SPRINGS APPROVED FY2025-26 PBA/HSPD CONTRACT.
- D) COA COMMUNICATIONS OPERATOR FY25-26 PROPOSAL (ARTICLE 26 OF CONTRACT).

ADJOURN

City of Alachua



Public Notice

The City of Alachua (Staff) will hold the Second Session meeting with the Fraternal Order of Police (FOP) to continue contract negotiations for the 2025/2026 Fiscal Year.

MEETING DAY & DATE: Tuesday, September 23, 2025
TIME: 1:30 p.m.

MEETING LOCATION: James A. Lewis Commission Chambers
15100 NW 142nd Terrace
Alachua, FL 32615

COA/FOP FY2025-26 First Proposal
(\$50,350.00; +6.00%)*

2024:

Police Officer:

APD: \$47,500.00 vs. HS: \$43,965.00 (APD
+8.04%)

Sergeant:

APD: \$58,000.00 vs. HS: \$56,350.00 (APD
+2.93%)

2025:

Police Officer:

APD: **\$50,350.00** vs. HS: \$47,359.00 (APD
+6.32%)

Sergeant:

APD: \$61,480.00 vs. HS: \$58,000.00 (APD
+6.00%)

Proposal date: 09-17-2025

*See attached Progression Pay Plan/3%
increments.

City of Alachua
FY 26 Law Enforcement Progression Pay Plan with 6% Increase
Hourly Rate @ 3% Increase After Step 1

Position		1	2	3	4	5	6	7	8	9	10
Police Officer		\$24.21	\$24.93	\$25.68	\$26.45	\$27.24	\$28.06	\$28.90	\$29.77	\$30.66	\$31.58
		11	12	13	14	15	16	17	18	19	20+
		\$32.53	\$33.51	\$34.51	\$35.55	\$36.61	\$37.71	\$38.84	\$40.01	\$41.21	\$42.45
		1	2	3	4	5	6	7	8	9	10
Police Sergeant		\$29.56	\$30.44	\$31.36	\$32.30	\$33.27	\$34.27	\$35.29	\$36.35	\$37.44	\$38.57
		11	12	13	14	15+					
		\$39.72	\$40.91	\$42.14	\$43.41	\$44.71					

		Annual Base Salary @ 3% Increase After Step 1									
		1	2	3	4	5	6	7	8	9	10
Police Officer		\$50,350.00	\$51,860.50	\$53,416.32	\$55,018.80	\$56,669.37	\$58,369.45	\$60,120.53	\$61,924.15	\$63,781.87	\$65,695.33
		11	12	13	14	15	16	17	18	19	20+
		\$67,666.19	\$69,696.18	\$71,787.06	\$73,940.67	\$76,158.89	\$78,443.66	\$80,796.97	\$83,220.88	\$85,717.50	\$88,289.03
		1	2	3	4	5	6	7	8	9	10
Police Sergeant		\$61,480.00	\$63,324.40	\$65,224.13	\$67,180.86	\$69,196.28	\$71,272.17	\$73,410.34	\$75,612.65	\$77,881.02	\$80,217.46
		11	12	13	14	15+					
		\$ 82,623.98	\$ 85,102.70	\$ 87,655.78	\$ 90,285.45	\$ 92,994.02					

Notes: \$22.84 - \$39.66 FY24 Police Officer Pay Range \$47,500 - \$82,483
 \$27.89 - \$42.19 FY24 Police Sergeant Pay Range \$58,000 - \$87,730

6% Inc: \$24.21 - \$42.45 Police Officer Pay Range \$50,350.00 - \$88,289.03
 \$29.56 - \$44.71 Police Sergeant Pay Range \$61,480.00 - \$92,994.02

City of High Springs Approved FY2025-26 PBA/HSPD Contract

Appendix A Officer & Sergeant

Completed Years in Rank as of October 1, 2024											
Rank	Base	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	
Officer	\$ 43,965	\$ 45,174	\$ 46,416	\$ 47,693	\$ 49,004	\$ 50,352	\$ 51,737	\$ 53,159	\$ 54,621	\$ 56,123	
Sergeant	\$ 56,350	\$ 57,970	\$ 59,637	\$ 61,352	\$ 63,115	\$ 64,930	\$ 66,797	\$ 68,717	\$ 70,693	\$ 72,725	

Rank	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
Officer	\$ 57,667	\$ 59,253	\$ 60,882	\$ 62,556	\$ 64,277	\$ 66,044	\$ 67,860	\$ 69,727	\$ 71,644	\$ 73,614	\$ 75,639
Sergeant	\$ 74,816	\$ 76,967	\$ 79,180	\$ 81,456	\$ 83,798	\$ 86,207	\$ 88,686	\$ 91,236	\$ 93,859	\$ 96,557	\$ 99,333

Completed Years in Rank as of October 1, 2025											
Rank	Base	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	
Officer	\$ 47,359	\$ 48,662	\$ 50,000	\$ 51,210	\$ 52,446	\$ 53,723	\$ 55,034	\$ 56,382	\$ 57,767	\$ 59,189	
Sergeant	\$ 58,000	\$ 59,668	\$ 61,383	\$ 63,148	\$ 64,963	\$ 66,831	\$ 68,752	\$ 70,729	\$ 72,762	\$ 74,854	

Rank	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
Officer	\$ 60,651	\$ 62,153	\$ 63,697	\$ 65,283	\$ 66,912	\$ 68,586	\$ 70,307	\$ 72,074	\$ 73,890	\$ 75,757	\$ 77,674
Sergeant	\$ 77,006	\$ 79,220	\$ 81,498	\$ 83,841	\$ 86,251	\$ 88,731	\$ 91,282	\$ 93,906	\$ 96,606	\$ 99,384	\$ 102,241

Appendix A

6% Increase to Communications Operator Ranges				
Position	Current Minimum	New Minimum	Current Maximum	New Maximum
Communications Op-I	\$ 19.43	\$ 20.60	\$ 26.67	\$ 28.27
Communications Op-II	\$ 21.37	\$ 22.65	\$ 28.94	\$ 30.68
Communications Op-Trainee	\$ 17.66	\$ 18.72	N/A	N/A

All other Contract provisions remain unchanged, accepted and enforceable as written.