



City of Alachua Bargaining Representative: Jason Taylor, Esq.
City of Alachua Team Member: Jesse Sandusky, Chief of Police
City of Alachua Team Member: Tara Malone, Human Resources Director
Police Benevolent Association (PBA): Bargaining Representative: George Corwine, Chief Negotiator
PBA APD Employee Bargaining Unit Representative: Sgt. Carlos Hunt

The Police Benevolence Association will conduct a
Regular Police Benevolence Association Meeting
At 9:00 AM

to address the item(s) below.

Meeting Date: March 10, 2026

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

Police Benevolence Association 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.

In accordance with Section 286.26, Florida Statutes, persons with disabilities needing special accommodations to participate in this meeting should contact the Chair, through the City Clerk's office, no later than 5:00 P.M. on the day prior to the meeting.

CALL TO ORDER

APPROVAL OF THE AGENDA

I. OLD BUSINESS

A) NONE

II. NEW BUSINESS

A) COMMENCE COA-PBA-APD INITIAL CONTRACT NEGOTIATIONS

III. COA FILE DOCUMENT LIST

- A)** 1. CITY OF ALACHUA LEO LAW ENFORCEMENT PROGRESSIVE PAY PLAN
(EXCLUDES COMMUNICATION OPERATORS)
2. CITY OF ALACHUA APD BARGAINING UNIT COMPENSATION SCHEDULE
(LEO AND COMMUNICATION OPERATORS)

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Board Agenda Item

MEETING DATE: March 10, 2026

SUBJECT: Commence COA-PBA-APD Initial Contract Negotiations

PREPARED BY:

RECOMMENDED ACTION:

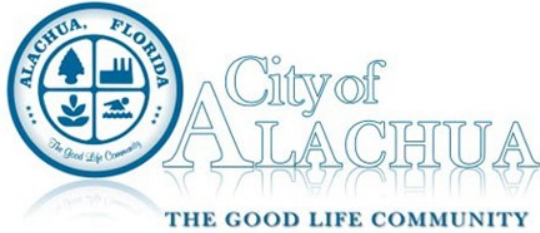
Summary

FINANCIAL IMPACT

ADDITIONAL FINANCIAL INFORMATION

ATTACHMENTS

None



Board Agenda Item

MEETING DATE: March 10, 2026

SUBJECT:

1. City of Alachua LEO Law Enforcement Progressive Pay Plan (excludes Communication Operators)
2. City of Alachua APD Bargaining Unit Compensation Schedule (LEO and Communication Operators)

PREPARED BY:

RECOMMENDED ACTION:

Summary

FINANCIAL IMPACT

ADDITIONAL FINANCIAL INFORMATION

ATTACHMENTS

1. APD Progressive Pay Plan
2. Position Report - 3-9-26 (1)

City of Alachua
Law Enforcement Progression Pay Plan
3% Increase per Level

Position	1	2	3	4	5	6	7	8	9	10
Police Officer	\$25.71	\$26.48	\$27.28	\$28.09	\$28.94	\$29.80	\$30.70	\$31.62	\$32.57	\$33.55
	11	12	13	14	15	16	17	18	19	20
	\$34.55	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.49	\$43.77	\$45.08
Police Sergeant	1	2	3	4	5	6	7	8	9	10
	\$31.48	\$32.42	\$33.40	\$34.40	\$35.43	\$36.49	\$37.59	\$38.72	\$39.88	\$41.07
	11	12	13	14	15					
	\$42.31	\$43.58	\$44.88	\$46.23	\$47.62					

Annual Base Salary

	1	2	3	4	5	6	7	8	9	10
Police Officer	\$53,475.00	\$55,079.25	\$56,731.63	\$58,433.58	\$60,186.58	\$61,992.18	\$63,851.95	\$65,767.50	\$67,740.53	\$69,772.75
	11	12	13	14	15	16	17	18	19	20
	\$71,865.93	\$74,021.91	\$76,242.56	\$78,529.84	\$80,885.74	\$83,312.31	\$85,811.68	\$88,386.03	\$91,037.61	\$93,768.74
Police Sergeant	1	2	3	4	5	6	7	8	9	10
	\$65,475.00	\$67,439.25	\$69,462.43	\$71,546.30	\$73,692.69	\$75,903.47	\$78,180.57	\$80,525.99	\$82,941.77	\$85,430.02
	11	12	13	14	15					
	\$ 87,992.92	\$ 90,632.71	\$ 93,351.69	\$ 96,152.24	\$ 99,036.81					

Notes: \$25.71 - \$45.08 Police Officer Pay Range \$53,475 - \$93,768.74
 \$31.48 - \$47.62 Police Sergeant Pay Range \$65,475 - \$99,036.81

City of Alachua APD Bargaining Unit Compensation Schedule
(LEO and Communications Operators)

Employee Name	Title	Hourly Rate	Date of Hire
HUDSON, BORIE L	PART-TIME POLICE OFFICER II	29.8	4/1/2013
PARKS, DONALD MICHAEL	POLICE OFFICER	40.06	1/24/1996
STANFIELD, THOMAS A	POLICE OFFICER	31.62	11/16/2015
GORDON, ARTHUR J	POLICE OFFICER	31.62	6/17/2019
RAILEY, BRITT P	POLICE OFFICER	31.62	12/2/2019
FREITES LUCAS, MICHAEL	POLICE OFFICER	28.09	10/11/2021
PAYNE III, ANDREW	POLICE OFFICER	28.09	1/10/2022
GASTON, ALEXANDER B	POLICE OFFICER	31.62	5/2/2022
EADY, JACOB J	POLICE OFFICER	31.62	7/29/2022
WETZEL, BRODY M.	POLICE OFFICER	27.28	3/15/2023
WILLIAMS, TONYA L	POLICE OFFICER	29.8	10/30/2023
BURNSED, TIFFANY V.	POLICE OFFICER	26.48	3/7/2024
TATUM, AUSTIN G.	POLICE OFFICER	26.48	3/7/2024
TAPANES, CODY E.	POLICE OFFICER	27.28	2/24/2025
SAYERS, MONTANA	POLICE OFFICER	28.94	6/9/2025
MARTIN, CASEY J	POLICE OFFICER	25.71	1/5/2026
FLOYD, DAVID C	POLICE SERGEANT	43.58	12/19/1996
VARGAS, CESAR G	POLICE SERGEANT	39.88	12/8/2003
SMITH, JIMMY J.E.	POLICE SERGEANT	39.88	2/19/2004
HORN, JUSTIN W	POLICE SERGEANT	36.49	6/12/2007
YOUNG, BRANDON E	POLICE SERGEANT	35.43	11/14/2011
HOWELL, ROBERT C	POLICE SERGEANT	36.49	2/26/2013
HUNT, CARLOS A	POLICE SERGEANT	36.49	1/15/2018
ZARAGOZA, JR., FERNANDO I	POLICE SERGEANT	35.43	5/6/2019

Employee Name	Title	Hourly Rate	Date of Hire
GODWIN, LANEY A	COMMUNICATIONS OPERATOR I	20.6	1/8/2025
JOINER, EMILY N	COMMUNICATIONS OPERATOR II	23.1	5/30/2023
KING, BAILEY A	COMMUNICATIONS OPERATOR II	22.65	6/19/2023
WALSH, RYAN J	COMMUNICATIONS OPERATOR TRAINEE	18.72	12/1/2025