



GATOR LODGE #67 - FOP

Peer Cities to the City of Gainesville

*As Identified in the City
Manager's "Budget in Brief"*

Miramar Police Department

Police Officer 10/01/2015 1% added to Step 11 and 2% COLA				
Step #		10/01/15(2%)	04/01/17 (2%)	04/01/18 (2%)
Start		\$46,538.43	\$47,469.20	\$48,418.58
1	4.37%	\$48,572.16	\$49,543.60	\$50,534.47
2	4.37%	\$50,694.76	\$51,708.66	\$52,742.83
3	4.37%	\$52,910.12	\$53,968.32	\$55,047.69
4	4.37%	\$55,222.29	\$56,326.74	\$57,453.27
5	4.37%	\$57,635.51	\$58,788.22	\$59,963.98
6	4.37%	\$60,154.18	\$61,357.26	\$62,584.41
7	4.37%	\$62,782.92	\$64,038.58	\$65,319.35
8	4.37%	\$65,526.53	\$66,837.06	\$68,173.80
9	4.37%	\$68,390.04	\$69,757.84	\$71,153.00
10	4.37%	\$71,378.68	\$72,805.56	\$74,261.67
11	5.37%	\$75,211.72	\$76,715.95	\$78,250.27

Additional Benefits

Shift differential (8%, 9%, 10%)

COLA-2%

Longevity (2% after 13 years, 2% more after 15 years)

Sergeant 10/01/2015 1% added to Step 7 and 2% COLA				
Step #	Increase Between Steps	10/01/15(2%)	04/01/17 (2%)	04/01/18 (2%)
Start		\$61,944.43	\$63,183.32	\$64,446.98
1	5.45%	\$65,320.39	\$66,626.80	\$67,959.33
2	5.45%	\$68,880.36	\$70,257.97	\$71,663.13
3	5.45%	\$72,634.33	\$74,087.02	\$75,568.76
4	5.45%	\$76,592.90	\$78,124.76	\$79,687.25
5	5.45%	\$80,767.22	\$82,382.56	\$84,030.22
6	5.45%	\$85,169.03	\$86,872.41	\$88,609.86
7	6.45%	\$90,662.49	\$92,475.74	\$94,325.25

Clearwater Police Department

STEP	2015	2016	2017
1	\$47,406.17	\$49,302.42	\$51,274.52
2	\$49,776.49	\$51,767.54	\$53,838.25
3	\$52,265.31	\$54,355.92	\$56,530.16
4	\$54,878.57	\$57,073.72	\$59,356.66
5	\$57,622.50	\$59,927.40	\$62,324.50
6	\$60,539.64	\$62,961.23	\$65,479.68
7	\$62,053.13	\$64,535.26	\$67,116.67
8	\$63,604.46	\$66,148.64	\$68,794.58
9	\$65,194.57	\$67,802.35	\$70,514.45
10	\$66,824.43	\$69,497.41	\$72,277.31
11	\$68,495.05	\$71,234.85	\$74,084.24
12	\$70,207.42	\$73,015.72	\$75,936.35

Additional Benefits

Shift differential (5%
eves, 10% mids)

West Palm Beach Police Department

FY2017-2018

Additional Benefits

Police Officer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Hourly	24,021.53	25,222.60	26,483.73	27,807.93	29,198.32	30,658.24
Annualized	49,964.77	52,463.01	55,086.16	57,840.48	60,732.51	63,769.13

Longevity

- 5% at 10 years
- 10% at 20 years

	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
Hourly	32,191.14	33,800.71	35,480.00	37,259.04	39,140.00	41,100.00
Annualized	66,957.57	70,305.47	73,808.38	77,498.80	81,420.24	85,491.15

PFC/MPO

incentives: 2.5% &
5% increases

Police Sergeant

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Hourly	41,100.00	43,156.59	45,314.42	47,580.00
Annualized	85,491.15	89,765.70	94,253.99	98,966.69

Port St. Lucie Police Department

POLICE OFFICER PAY PLAN

STEP	FY 2014-2015	FY 2015-2016	FY2016-2017	FY 2017-2018
1	\$42,000.00	\$42,000.00	\$42,200.00	\$45,000.00
2	\$44,400.00	\$44,400.00	\$44,700.00	\$47,500.00
3	\$46,800.00	\$46,800.00	\$47,200.00	\$50,000.00
4	\$49,200.00	\$49,200.00	\$49,700.00	\$52,500.00
5	\$51,600.00	\$51,600.00	\$52,200.00	\$55,000.00
6	\$54,000.00	\$54,000.00	\$54,700.00	\$57,500.00
7	\$56,400.00	\$56,400.00	\$57,200.00	\$60,000.00
8	\$58,800.00	\$58,800.00	\$59,700.00	\$62,500.00
9	\$61,200.00	\$61,200.00	\$62,200.00	\$65,000.00
10	\$63,600.00	\$63,600.00	\$64,700.00	\$67,500.00
11	\$66,000.00	\$66,000.00	\$67,200.00	\$70,000.00
12	\$68,400.00	\$68,400.00	\$69,700.00	\$72,500.00
13	\$70,800.00	\$70,800.00	\$73,200.00	\$75,000.00

Additional Benefits

Longevity (\$1,200/yr after 12 years)
 Educational incentive (\$500 Assoc/Bach, \$1,500 Masters/Doc)
 Shift Differential (2.5% eves, 5% mids)

Miami Beach Police Department

City of Miami Beach Compensation Plan												
Effective First Pay Period Ending In July of 2018 Longevity 1=2.5% 2=5.0% 3=7.5% 4=10% 5=11%												
Job Classification (Range) STEP	1	2	3	A	B	C	D	E	F	G	H	I
5305 Detention Officer				45,752.47 17,759.71 22.00	47,125.53 1,812.52 22.66	48,540.19 1,866.93 23.34	49,995.03 1,922.89 24.04	51,495.49 1,980.60 24.76	53,040.72 2,040.03 25.50	54,632.14 2,101.24 26.27	56,272.06 2,164.31 27.06	59,065.67 2,272.53 28.41
5001 Police Officer Trainee	49,817.98 1,916.08 23.95	52,748.32 2,028.78 25.36	55,678.94 2,141.50 26.77									
5011 Police Officer				58,609.27 2,254.20 28.18	61,514.38 2,305.94 29.57	64,606.82 2,484.88 31.06	67,949.50 2,613.44 32.67	71,291.03 2,741.96 34.27	74,880.78 2,880.03 36.00	78,531.65 3,020.45 37.76	82,493.57 3,172.83 39.66	86,818.24 3,331.47 41.64
5010 Sergeant of Police									86,578.01 3,329.92 41.62	90,908.09 3,496.47 43.71	95,488.10 3,672.62 45.91	100,262.51 3,868.25 48.20

Additional Benefits

- Longevity
- Shift differential (.50/hr eves, .75/hr mids)
- Hazard pay (\$125/pay period)

Sarasota Police Department

Appendix D, Schedule 1 Officer Wage Schedule 10/1/2014-9/30/2016

End of Year	Annual Rate 2011-2014 Contract	10/1/2014 Annual Rate	10/1/2016 Annual Rate	10/1/2016 Wage Opener
Start	41,844	42,893	44,180	
1	45,156	49,601	51,089	
2	51,588	53,144	54,738	
3	55,140	56,794	58,498	
4	56,314	58,003	59,744	
5	57,514	59,239	61,017	
6	58,739	60,501	62,316	
7	59,990	61,780	63,643	
8	61,268	63,106	64,999	
9	62,573	64,450	66,384	
10	63,906	65,823	67,798	
11	65,267	67,225	69,242	
12	66,657	68,657	70,716	
13	68,057	68,657	70,716	
14	68,657	68,657	70,716	
15	68,657	68,657	70,716	
16	68,657	68,657	70,716	
17	68,657	68,657	70,716	
18	68,657	68,657	70,716	
19	68,657	68,657	70,716	
20	67,744	69,776	71,870	
21	67,744	69,776	71,870	
22	67,744	69,776	71,870	
23	67,744	69,776	71,870	
24	67,744	69,776	71,870	
25+	67,744	69,776	71,870	

Service date is date of hire as police officer.

Officers will move through steps based on service date.

Additional Benefits

Longevity

- 5 years-2%
- 10 years-4%
- 15 years-6%
- 20 years-8%
- 25 years-10%

Shift Differential 3%

Palm Bay Police Department

STEP:	10/1.15	Additional Benefits
3	\$38,375	Educational incentive (\$500-Assoc, \$750-Bachelor)
4	\$39,527	
5	\$40,711	
6	\$41,934	
7	\$43,191	5% differential pay
8	\$44,486	
9	\$45,822	
10	\$47,195	
11	\$48,612	Pension 5% multiplier for years beyond 20
12	\$50,071	
13	\$51,572	
14	\$53,119	
15	\$54,714	
16	\$56,355	
17	\$58,046	
18	\$59,787	
19	\$61,581	

Alachua County Sheriff's Office

POSITION CLASSIFICATION	PAY GRADE	Less Than 2 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS
DEPUTY	45/DEP	\$38,560	\$39,524	\$40,512	\$41,525	\$42,563	\$43,627	\$44,718	\$45,836	\$46,987	\$48,156
		11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20+ YRS
		\$49,360	\$50,594	\$51,859	\$53,155	\$54,484	\$55,846	\$57,243	\$58,674	\$60,140	\$61,644

Additional Benefits

Florida State Retirement System: Only contribute 3% to pension

Martin County Sheriff's Office

DEPUTY SHERIFF

STEP 1	\$42,120	STEP 6	\$58,746
STEP 1a	\$43,313	STEP 6a	\$60,526
STEP 2	\$44,505	STEP 7	\$62,306
STEP 2a	\$46,285	STEP 7a	\$64,086
STEP 3	\$48,065	STEP 8	\$65,866
STEP 3a	\$49,845	STEP 8a	\$67,647
STEP 4	\$51,625	STEP 9	\$69,427
STEP 4a	\$53,405	STEP 9a	\$71,207
STEP 5	\$55,185	STEP 10	\$72,987
STEP 5a		\$56,966	

Additional Benefits

5% lump sum at top out

Shift Differential (2% midnight shift)

Florida State Retirement System:
Only contribute 3% to pension

SERGEANT

STEP 1	\$62,462	STEP 4	\$74,901
STEP 1a	\$64,634	STEP 4a	\$76,926
STEP 2	\$66,805	STEP 5	\$78,951
STEP 2a	\$68,829	STEP 5a	\$80,975
STEP 3	\$70,853	STEP 6	\$82,999
STEP 3a	\$72,877		

Broward County Sheriff's Office

SALARY SCHEDULE

Additional Benefits

Step	DLE Deputy Sheriff Effective October 2015
1	\$47,483
2	\$50,260
3	\$53,199
4	\$56,310
5	\$59,603
6	\$63,089
7	\$66,784
8	\$70,657
9	\$ 74,190

Wage increase: 2% FY16, 2% FY17, 2% FY18

Longevity

- 5% at 12 years
- Additional 5% at 18 years of service
- Additional 2% at 20 years of service

Shift Differential (\$48/\$80 biweekly)

Step	DLE Sergeant Effective October 2015
1	\$57,723
2	\$61,105
3	\$64,684
4	\$68,474
5	\$72,484
6	\$76,731
7	\$81,229
8	\$85,940
9	\$ 90,236

4% first responder incentive pay

Hazard pay: \$48/\$80 bi-weekly

Education incentive:

- \$30 Associate's degree
- \$80 Bachelor's degree
- \$50 Master's degree

Florida State Retirement System: Only contribute 3% to pension

* Annual rates above have been rounded to the nearest dollar.

Updated Tampa Police Department

City of Tampa/PBA (Officer-Sgt) 10/1/2016-9/30/2019

The following rates of pay shall be effective September 23, 2018

Step	1	2	3	4	5	6	7	8	9	10	11/MP	Hourly
P-1	26.51	27.67	28.90	30.39	31.75	33.18	34.63	36.16	37.79	38.64	43.05	Hourly
	2,120.80	2,213.60	2,312.00	2,431.20	2,540.00	2,654.40	2,770.40	2,892.80	3,023.20	3,091.20	3,444.00	Biweekly
	55,140.80	57,553.60	60,112.00	63,211.20	66,040.00	69,014.40	72,030.40	75,212.80	78,603.20	80,371.20	89,544.00	Annual
P-3/P-4	38.64	40.35	42.18	44.02	45.95	SR						
	3,091.20	3,228.00	3,374.40	3,521.60	3,676.00	3,837.60						
	80,371.20	83,928.00	87,734.40	91,561.60	95,576.00	99,777.60						
P-5	43.05	44.94	46.43	48.48	50.61	SR						
	3,444.00	3,595.20	3,714.40	3,878.40	4,048.80	4,226.40						
	89,544.00	93,475.20	96,574.40	100,838.40	105,268.80	109,886.40						

Detective/Corporal

Sergeant

Updated Tallahassee Police Department

YEARS OF EXPERIENCE	STEP ONE	STEP TWO	STEP THREE	STEP FOUR	STEP FIVE	STEP SIX
1	\$46,095.89					
2-4		\$48,170.21				
5-6			\$50,337.87			
7-8				\$53,603.07		
9-10					\$54,970.21	
11						\$57,443.87

Salary Range: \$46,095.89 - \$80,518.38

Lateral Hire Program:

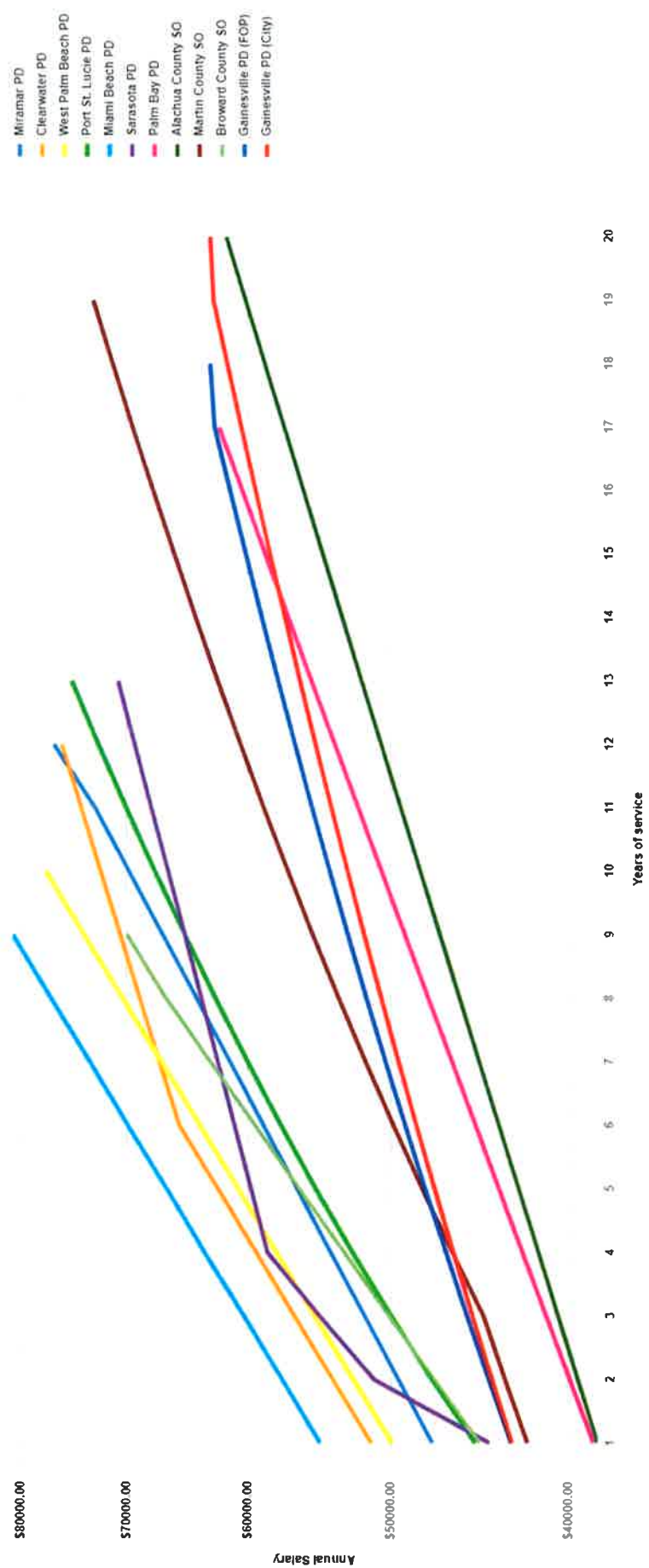


GATOR LODGE #67 - FOP

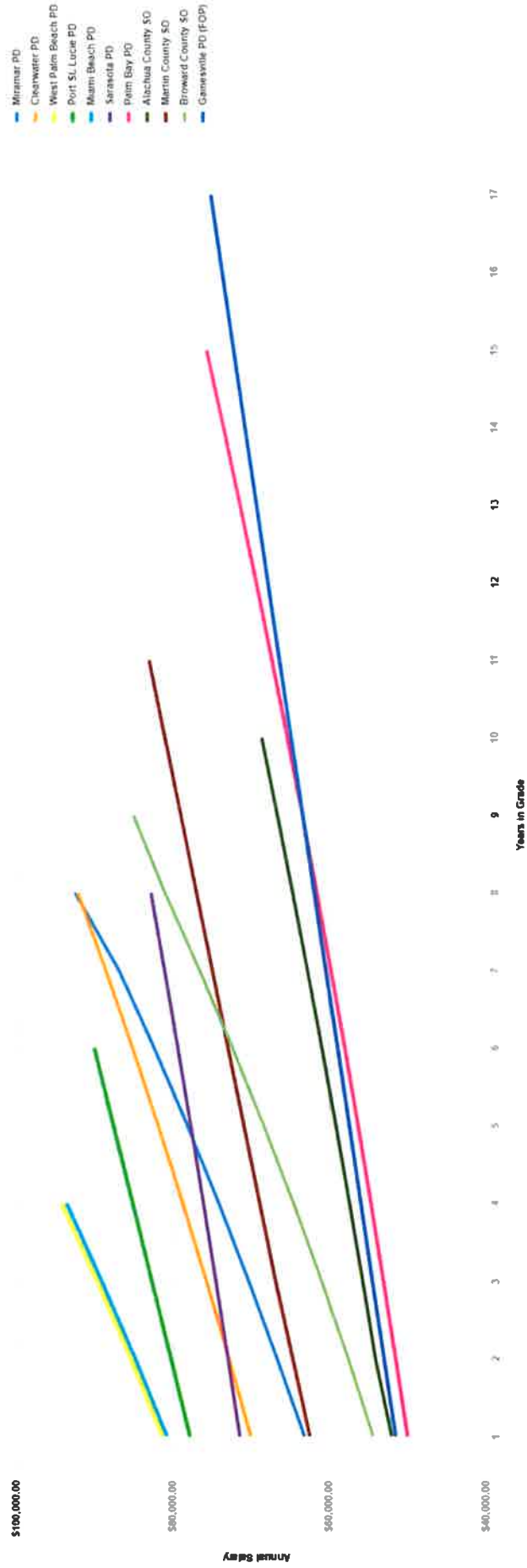
FOP WAGE PROPOSAL

STEP	OFC	CPL	SGT
1	\$42,987.57	\$47,706.36	\$51,509.11
2	\$44,211.10	\$49,056.30	\$52,982.90
3	\$45,434.63	\$50,406.24	\$54,456.69
4	\$46,658.16	\$51,756.17	\$55,930.48
5	\$47,881.69	\$53,106.11	\$57,404.27
6	\$49,105.22	\$54,456.05	\$58,878.06
7	\$50,328.74	\$55,805.99	\$60,351.86
8	\$51,552.27	\$57,155.93	\$61,825.65
9	\$52,775.80	\$58,505.87	\$63,299.44
10	\$53,999.33	\$59,855.80	\$64,773.23
11	\$55,222.86	\$61,205.74	\$66,247.02
12	\$56,446.39	\$62,555.68	\$67,720.81
13	\$57,669.92	\$63,905.62	\$69,194.60
14	\$58,893.45	\$65,255.56	\$70,668.39
15	\$60,116.98	\$66,605.50	\$72,142.18
16	\$61,340.51	\$67,955.44	\$73,615.97
17	\$62,564.04	\$69,305.37	\$75,089.76
18	\$63,787.57	\$70,655.31	\$76,563.55

Comparable Wage Plans Officers



Comparable Wage Plans Sergeants





GATOR LODGE #67 - FOP

Impasse Issues

Article 11 – Hours of Work

Article 14 – Premium Pay

Article 19 – Miscellaneous Employee Benefits

Article 29 - Wages



GATOR LODGE #67 - FOP

ARTICLE 11 – Hours of Work

CITY POSITION

Section 11.2

Waiver – City wants unilateral right to determine work schedules and start and end times of shift on a day-to-day, basis.



GATOR LODGE #67 - FOP

Bargaining Waivers

The City's Position on Article 11 - Hours of Work is a waiver of the FOP's right to bargain with the City over this mandatory subject of bargaining.

It is unlawful to insist on a waiver of bargaining rights to impasse.

This waiver of bargaining rights cannot be imposed on the FOP.



GATOR LODGE #67 - FOP

ARTICLE 11 - Hours of Work

FOP POSITION

Section 11.2

**FOP proposes that the 11.5
hour work schedule status quo...
as previously demanded by City administration in 2013**



GATOR LODGE #67 - FOP

ARTICLE 11 - Hours of Work

**The Special Magistrate
Recommended in FAVOR
of the FOP POSITION on
Section 11.2**



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.3 (A)

CITY POSITION

14.3 (A) City wants to remove language that dictates that officers be paid overtime for hours in excess of 160 hours in a 28 day cycle.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.3 (A)

FOP POSITION

FOP proposes that Section 14.3 (A) remain status quo whereby officers that work in excess of 160 hours in a 28 day period will be entitled to overtime.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.3 (A)

**The Special Magistrate
Recommended IN FAVOR of
the FOP POSITION on Section
14.3**



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.3 (E)

CITY POSITION

14.3 (E) City proposes language that would allow the City to mandate employees flex their schedules to ensure that they never receive overtime pay.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.3 (E)

FOP POSITION

FOP opposes any change to Section 14.3 (E) that would mandate that their work schedules be flexed.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.3 (E)

**The Special Magistrate
Recommended AGAINST any
change to this Article....AGAINST
the City's proposed change.**



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Overtime Calculation

CITY POSITION

14.4 City wants to change the way pay and overtime are calculated to make all leave (except Holiday pay) NOT count when calculating when an employee is due overtime.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Overtime Calculation

FOP POSITION

Currently Sick leave is the ONLY leave NOT included in the calculation used to determine when overtime is due.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Overtime Calculation

FOP POSITION

FOP is opposed to any change in the way overtime pay is calculated.

The City's proposal is a pay cut / salary reduction for Officers.



GATOR LODGE #67 - FOP

ARTICLE 14

Premium Pay 14.4 - Overtime Calculation

The Special Magistrate Recommended
AGAINST the City's proposed change.
He Recommended **NO CHANGE** to
status quo.