
Belle Isle Police Department Salary Adjustment and Agreement

March 31, 2020

Officers from the Belle Isle Police Department officers are committed to protecting the Belle Isle community. The Department has faced some challenges over the past several years in attracting and keeping police officers. The pool of qualified candidates who want to become police officers has dwindled, partly due to negativity towards police. Larger agencies attract quality candidates with higher pay, more opportunities for advancement, and a wide array of specialized units. The competition to fill vacancies often boils down to agency salaries. Most qualified police applicants are given offers by several agencies.

The Belle Isle City Council recognized the need to provide better benefits and salary in order to keep the highly trained and professional officers here. In doing so, over the past four years, the Council provided an increase in salaries and benefits to the officers. . However, even with these increases, the Belle Isle Police Department remains one of the lowest-paid departments in Central Florida. The Belle Isle Police Department lost six valued officers over the past three years to larger agencies. These agencies offer better pay and benefits. The cost to train a new police officer is

approximately \$32,000. When an officer leaves the Belle Isle Police Department, other communities get the benefit of the cost of this training.

An extensive study of salary step plans of other law enforcement agencies revealed that retention is significantly increased when an agency has a guaranteed salary and benefits plan. This plan only applies to certified police officers, hereafter referred to as “employees”. Employees will be placed in the grade they would have obtained based on their original date of hire or date of rank.

ARTICLE 1

PENSION PLAN

1. The City, as the annual budget allows, will contribute 17.5% of the employee's salary to a 401(a) held by the Florida League of Cities up to 19%.
2. Employees may also opt to contribute to a personal 457(b) account managed by the Florida League of Cities but the City does not contribute to this plan..

ARTICLE 2

WORKING OUT OF CLASSIFICATION

An employee who is specifically assigned by the Chief or his/her designee to temporarily accept the responsibilities and duties incident to a position senior to that of his/her regular grade and who is expected to exercise the authority and responsibility of

the position shall be paid at the rate of such higher position from that date onward as long as such duties and responsibilities are carried out.

ARTICLE 3

WORKWEEK & WORK SHIFT

1. The payroll workweek shall begin at 0001 hours, Thursday, and end at 2400 hours, Wednesday. The work cycle shall be a twenty-eight (28) day work period, under the FLSA 7(K) exemption. Employees assigned to ten and half (10.5) hour shifts shall be scheduled to work forty (42) hours per seven (7) day week. Officers assigned to work twelve (12) hour shifts shall be scheduled to work eighty-four (84) hours, per a fourteen (14) day pay period.
2. Employees are permitted a 15-minute paid rest break for each four-hour work period. Breaks are not permitted at either the beginning or end of the workday to offset arrival and departure times. Employees who voluntarily work through their rest breaks will not be paid additional compensation.
3. Employees who work eight or more hours in a day may take a paid meal break of 30 minutes. Meal breaks are counted toward hours worked. Employees are not completely relieved from duty during their meal break.

Article 4

OVERTIME

1. Employees working in excess of 86 hours in a pay period shall be paid at the overtime rate of 1.5 times their regular hourly rate. Paid Time Off (PTO) will not be counted in the 86 hours worked.

Article 5

EXTRA TIME PROVISIONS

1. Employees will be paid a minimum of three (3) hours "Call Back" time when asked to return to work outside a regular shift. Time of work begins upon notice to report.
2. Employees who are required to attend department business outside of their normal shift hours will be compensated for their actual time but no less than two (2) hours of straight pay. Business immediately appended to the employee's normal shift shall not be subject to the two (2) hour minimum.
3. An employee ordered to attend any meeting that occurs outside of regular working hours shall be compensated for actual hours worked.
4. If a paid holiday falls on an employee's regularly scheduled day off, the employee will be compensated for an additional shift at regular straight-time pay. If an employee must work on a holiday (other than Floating Holidays), the employee will be paid for hours worked plus an additional shift at regular straight time. The number of hours for

the additional shift of pay will be determined by the employee's normally scheduled shift, i.e., 8-hour, 10-hour, 12-hour shift.

Article 6

COURT TIME

1. Officers required to appear in court during their off duty hours, on behalf of the City and as a result of exercising their lawful authority, will receive the equivalent of no less than three (3) hours of straight pay. The three (3) hour minimum shall not apply when the court appearance is scheduled to begin within one hour of the start or end of the employee's shift. In such circumstances, the employee's shift will be extended, and the employee will be paid for hours actually worked. If an employee is required to appear in court two or more times on the same date, an employee may only receive one "three-hour minimum" if the proceedings are conducted within the same three-hour period. If the court appearances begin within the same three-hour period, the employee will be granted pay for those hours, or portions thereof, that exceed the original three-hour allocation. Only when the court appearances are scheduled to begin outside the "three-hour minimum" time periods may employees receive an additional three-hour minimum pay.
2. Employees shall be permitted to keep any subpoena fees legally due to them.

ARTICLE 7

EDUCATIONAL REIMBURSEMENT

1. Employees are encouraged to attend institutions of higher learning. Employees who are attending college may be allowed to attend classes while in a paid status by using PTO or adjust work hours, workload permitting and with a supervisor's approval.
2. Reimbursement for educational expenses will be in accordance with all provisions of the City's Policy and Procedures. The maximum reimbursement shall be one thousand eight hundred (\$1,800.00) dollars per person per year.
3. Employees seeking educational reimbursement must be enrolled in courses related to law enforcement.
4. Reimbursement will be only be granted based on the following scale:
 - 80-100% – 100%
 - 70-79% (Pass/Fail Grade is considered 70%)– 75%
 - Below 70%(or Incomplete) – 0%

ARTICLE 8

PAY PLAN

The Belle Isle Police Department shall define "good standing" as,

- A. No evaluation grade of "below standards" on any dimension on the annual Performance Appraisal.
- B. No more than two (2) separate Internal Investigations leading to sustained disciplinary findings, or any demotion, within the past twelve months.

Officer

1. From the effective date of this Agreement, Officers in good standing will advance within Grades 1-11 as set forth in the chart below on their date of hire. Officers hired with previous experience will start at the following grades: two (2) to five (5) years of experience - Grade 2; six (6) to ten plus (10) years of experience - Grade 3. Experienced Officers starting salary within Grades two (2) or three (3) will advance within Grades as set forth in the chart below on their date of hire.

Annual PayScale Effective 10/01/2020	
Grade	Salary
1	\$ 44,124.29
2	\$ 47,212.99
3	\$ 50,423.47
4	\$ 52,389.99
5	\$ 54,485.59
6	\$ 56,665.01
7	\$ 58,931.61
8	\$ 61,288.88
9	\$ 63,740.43
10	\$ 66,290.05
11	\$ 68,941.65

Corporal

2. From the effective date of this Agreement, Corporals in good standing will advance within Grades 1-11 as set forth in the chart below on their date of hire.

Annual PayScale Effective 10/01/2020	
Grade	Salary
1	\$ 45,889.26
2	\$ 49,101.51
3	\$ 52,440.41
4	\$ 54,485.59
5	\$ 56,665.01
6	\$ 58,931.61
7	\$ 61,288.88
8	\$ 63,740.43
9	\$ 66,290.05
10	\$ 68,941.65
11	\$ 71,699.32

Sergeant

3. From the effective date of this Agreement, Sergeants in good standing will advance within Grades 12-16 as set forth in the chart below on their date of rank.

Annual PayScale Effective 10/01/2020	
Grade	Salary
12	\$ 69,633.56
13	\$ 72,418.90
14	\$ 75,315.66
15	\$ 78,328.28
16	\$ 81,461.42

Deputy Chief

4. From the effective date of this Agreement, Deputy Chief in good standing will advance within Grades 17-21 as set forth in the chart below on their date of rank.

Annual PayScale Effective 10/01/2020	
Grade	Salary
17	\$ 87,910.13
18	\$ 91,426.54
19	\$ 95,083.60
20	\$ 98,886.94
21	\$ 102,842.42

5. Field Training Officers (FTO) shall be compensated at the rate of thirty-six dollars (\$36.00) per day for each day they perform the duties of a Field Training Officer..
6. It is agreed that Criminal Justice Standards Training Center educational incentive monies shall be paid monthly in one (1) biweekly payment and shall be received on or before the first of each month.
7. Officers and Sergeants permanently assigned to Special Operations (Criminal Investigations, Traffic/Marine, and SRO) will receive \$25.00 bi-weekly, and Sergeants shall receive \$30.00 bi-weekly.
8. Date of rank or date of hire adjustments that fall within the first seven (7) days of the pay period will be effective from the beginning of that pay period. If the date falls within the 8th to 14th day, the adjustment will become effective at the beginning of the next pay period.
9. Employees who meet approved Bi-lingual Certification standards will be compensated at the rate of \$25.00 bi-weekly.

ARTICLE 9

LONGEVITY

1. Employees with five or more years of service will be paid longevity pay based on years of service. Longevity pay will be distributed annually on the first pay period in October of each year. Effective October 1, 2020, the following longevity schedule will be used.

Years of Service	Amount Per Year
5 to less than 10 years	\$500.00
10 to less than 15 years	\$750.00
15 to less than 20 years	\$1,000.00
20 to less than 22 years	\$1,250.00
22 years or more	\$1,500.00

ARTICLE 10

DURATION

Upon approval by the Belle Isle City Council, this Agreement shall take effect on October 1, 2020, and shall continue in full force and effect until September 30, 2023. At that time, the City Manager and the Police Department will review the pay plan for appropriate Cost of Living adjustments.

ARTICLE 11

RULES

All employees covered by this Agreement shall also be covered by the terms of the City of Belle Isle Personnel Policy, as amended from time to time. It is specifically agreed and understood that this Agreement shall supersede all inconsistent provisions of the City of Belle Isle Personnel Policy

