



CITY OF BELLE ISLE
1600 Nela Avenue, Belle Isle, FL 32809

POLICE ADVISORY BOARD

August 21, 2023

Re: BIPD Salary Increase Request

To: Belle Isle Commissioners

The Police Advisory Board undertook an analysis of the BIPD Salary Budget looking into several factors that we felt pertinent to better evaluate the current proposed 15% salary increase and its merits.

The first factor we looked at was officer retention. BIPD data shows an officer attrition rate averaging 3 officers per year since 2018. The cost to outfit and train each officer is approximately \$50,000. The impact of this attrition cost is two-fold, the first is the investment return (0%) on the cost of training each officer, and second, the experience base of a fully always staffed seasoned police force available to protect our beautiful city. This led us to factor number two, what was behind the high attrition rate.

Deputy Chief Millis shared data with the board from exit interviews of departing officers, indicating higher pay opportunities at other Central Florida Law Enforcement Agencies was the primary reason for their departure. BIPD's current base salary ranks in the lower 25th percentile in the Central Florida area with the last Salary Budget approved over three years ago, leaving BIPD vulnerable to losing well trained, highly motivated law enforcement talent. This was a salary only analysis which does not include any assessment of retirement benefits.

After examining the proposed 15% salary increase cost and applying the annual attrition cost against the total budget increase, assuming the increased salary benefits would stem the high cost of attrition, we realized there was a significant and impactful reduction in the overall budget increase to the city's budget. Based on our analysis, 76% of the total proposed salary increase would be offset by not incurring this annual attrition cost.

The Belle Isle Budget Committee has been briefed on the above Advisory Board analysis and has given their approval for the 15% Salary increase. The Police Advisory Board unanimously recommends that the Commissioners approve the 2023 proposed 15% Salary increase.

The Belle Isle Police Advisory Board