

Key Insights for Belle Isle Police Department:

1. Officer Pay Insights:

- **Belle Isle ranks 13th** out of 18 departments for **Officer pay**, with an hourly rate of **\$23.23**.
- This places Belle Isle in the **lower tier** for Officer salaries, below higher-paying departments such as **Lady Lake** (\$28.39/hour), **Leesburg** (\$27.15/hour), and **Mount Dora** (\$26.7464/hour).
- **Belle Isle's Officer pay is less competitive** compared to many departments, with opportunities to improve to better align with the top 10 departments offering starting pay in the \$24-\$28 range.
- **Retirement Contribution:** Despite the lower pay, Belle Isle offers a **strong retirement package** with a **20% employer contribution** and no required employee contribution, which helps offset the lower starting salary and makes the department attractive in the long term.

2. Sergeant Pay Insights:

- **Belle Isle ranks 3rd** out of 16 departments for **Sergeant pay**, with an **hourly rate** of **\$36.66**.
- Only **Lady Lake** (\$36.84/hour) and **Lake County Sheriff's Office** (\$36.7087/hour) offer slightly higher Sergeant pay.
- Belle Isle's **Sergeant pay is highly competitive**, positioning the department as one of the top three for supervisory roles.
- **Retirement Contribution:** The **20% employer retirement contribution** remains a key benefit for Sergeants, making Belle Isle highly desirable for retaining high-ranking officers.

3. Key Strengths of Belle Isle Police Department:

- **Strong Retirement Plan:** Belle Isle's **20% employer contribution** with no employee contribution required is among the most competitive in the region.
- **Highly Competitive Sergeant Pay:** Ranking 3rd in the region, Belle Isle offers one of the highest Sergeant salaries, making it an attractive option for those seeking promotion and higher pay.
- **Balanced Benefits:** While the **Officer pay** ranks lower, the **strong benefits package** makes Belle Isle a desirable department for long-term career development, particularly for those aiming for supervisory roles.

4. Areas for Improvement:

- **Officer Pay:** Belle Isle's **Officer hourly rate of \$23.23** places it 13th out of 18 departments. Increasing the starting pay to match departments in the \$24-\$25 range would make the department more competitive in recruiting and retaining entry-level officers.
- **Focus on Topped-Out Officers:** Implementing a **3% lump sum** increase with annual increments for officers who are topped-out would help keep Belle Isle competitive in the long run, especially for experienced officers.

5. Conclusion:

- **Belle Isle Police Department** ranks high for **Sergeant pay** (3rd) but falls to **13th** for **Officer pay**. The department's **strong retirement benefits** and competitive Sergeant pay make it an appealing option for career development, though increasing Officer starting salaries would improve recruitment and retention.