Memorandum

MIAMI-DADE COUNTY

Date: September 8, 2011

To: Honorable Xavier L. Suarez
Commissioner, District 7

From: Carlos A. Gimenez
Mayor

Subject: Minimum Police Salaries

In response to the concerns expressed in your August 29, 2011 memorandum regarding the salaries of Miami-Dade Police Officers, Sergeants and Lieutenants, the following additional information is provided for your consideration. The salaries noted on the referenced salary survey included with your memorandum reflect base pay plan rates which were in effect May 2011. Since that time all employees represented by the Police Benevolent Association (PBA) have received a three percent cost of living increase effective June 27, 2011, and the specific classifications referenced also are scheduled to receive a contractually mandated one pay step increase effective September 5, 2011. As a point of departure, it is important to emphasize that all Police Officers, Sergeants, Lieutenants and Captains also receive the following standard pay supplements:

- Hazardous Duty Pay: $3,250 annually paid on a $125 bi-weekly basis
- First Responder Pay: five percent of Base Pay
- FDLE Certification Pay: four percent of Base Pay

Therefore, entry and maximum pay for each of these classifications, effective September 5, 2011, prior to and after the application of the health care contribution, is:

CLASSIFICATION	MINIMUM PAY PLAN RATE PLUS STANDARD SUPPLEMENTS	MAXIMUM PAY PLAN RATE PLUS STANDARD SUPPLEMENTS	MINIMUM PAY PLAN RATES PLUS STANDARD SUPPLEMENTS AND MINUS 5% HEALTH CARE CONTRIBUTION	MAXIMUM PAY PLAN RATE PLUS STANDARD SUPPLEMENTS AND MINUS 5% HEALTH CARE CONTRIBUTION
Police Officer	$ 50,491	$ 85,775	$ 48,324	$ 81,990
Police Sergeant	$ 82,451	$ 98,574	$ 78,818	$ 94,201
Police Lieutenant	$ 95,554	$113,891	$ 91,320	$108,816
Police Captain	$113,502	$135,961	$108,445	$129,874

In your memorandum from August 29, 2011, you suggested that the County set the minimum salaries for unranked police (patrol) officers at $47,600; sergeants at $59,000; and Lieutenants at $60.000. As you can see from the table above, the minimum salaries you suggested are less than the current rates in the County's adopted Pay Plan for the classifications specified.

In addition to the above noted supplemental pay that <u>all</u> employees in the above referenced classifications receive, these uniform personnel are eligible to receive additional supplemental pay based upon other factors such as educational achievement, assignment, shift, etc. The typical differential between base and adjusted pay rates for these employees is approximately 21 percent. In fact, an analysis for the period of September 7, 2009 through September 5, 2010 indicated that of $136 million paid in supplemental pay countywide, 47 percent was paid to PBA employees, which includes both uniform and non-uniform personnel. The average adjusted pay (base pay plus supplemental pay) for these employees for the pay period beginning August 22, 2011, <u>prior to</u> the second one pay step selective adjustment increase to employees' pay and the pay plan rates for employees in these classes is listed on the following page:

CLASSIFICATION	NUMBER OF EMPLOYEES	AVERAGE BASE PAY (Pay Period 8/22/11)	AVERAGE ADJUSTED PAY (Pay Period 8/22/11)
Police Officer	2,190	$ 61,163	$ 74,696
Police Sergeant	494	$ 78,775	$ 94,879
Police Lieutenant	161	$ 90,696	$109,524
Police Captain	36	$108,254	$130,371

A further consideration is total compensation for these employees. End of year earnings represent all components of earnings such as overtime, shift differentials, supplemental pay and the five percent contribution to health care. A review of end of year gross earnings for calendar year 2010 reflects the following average earnings for these employees:

CLASSIFICATION	2010 YEAR END AVERAGE GROSS EARNINGS
Police Officer	$ 76,727
Police Sergeant	$ 91,740
Police Lieutenant	$102,074
Police Captain	$103,156

I remain firm in my conviction that in order to address the $409 million property tax supported budgetary shortfall, compensation and benefits costs must be curtailed. My proposed reductions to pay rates include the reversal of two one pay step increases applied to the Police and Corrections uniform classification series, reversal of the June 27, 2011 three percent COLA, and the exchange of the proposed ten percent pre-tax healthcare contribution with an eight percent reduction to pay plan rates. These actions will result in the following impact to pay plan rates:

CLASSIFICATION	MINIMUM PAY PLAN RATE PLUS STANDARD SUPPLEMENTS MINUS PROPOSED REDUCTIONS	MAXIMUM PAY PLAN RATE PLUS STANDARD SUPPLEMENTS MINUS PROPOSED REDUCTIONS
Police Officer	$41,786	$ 70,313
Police Sergeant	$65,124	$ 80,959
Police Lieutenant	$78,377	$ 93,565
Police Captain	$93,247	$111,302

Staff has refreshed the salary survey you transmitted with available updated information which is attached for your review. We have included two references to Miami-Dade County Police Officer salary, one with the rate of pay rate effective September 5, 2011, and the continued five percent contribution to health care and the second reduced with the economic proposals of: reverse two pay step increases, reverse three percent COLA, and reduce pay plan rates by eight percent.

I share your concern regarding the competitive compensation of not only these vital classifications but also all mission critical positions that provide services to our community; however, in considering such comparisons it is of paramount importance to consider all components of pay as well as our current fiscal constraints when making final salary determinations.

If you have further questions, please feel free to contact me.

Attachment

c: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners
Alina T. Hudak, County Manager/Deputy Mayor
Office of the Mayor Senior Staff
Robert A. Cuevas, Jr., County Attorney
James Loftus, Director, Miami-Dade Police Department
Jennifer Moon, Budget Director, Office of Management and Budget
Mary Lou Rizzo, Director, Human Resources

Police Officer Salary Survey

Regional

Population	Employees	Agency	Minimum	Maximum	1st Responder	Hazardous	FDLE Certification	Other Pay Supplements
10,568	105	Florida City	$39,918	$51,649	No	No	No	
		Hialeah	$40,456	$61,412	No	No	No	
2,294	50	Virginia Gardens	$40,963	no max	No	No	No	
2,350,000	**28,000**	**Miami-Dade County* with reversal of 3% COLA, 2 pay step adjustment & 8% reduction**	**$41,786**	**$70,313**	**5% of Base Pay**	**$3,250 Per Annum**	**4% of Base Pay**	
13,000	6,100	Broward County Sheriff's Office	$44,743	$69,910	No	No	No	
391,355	4,184	City of Miami*	$44,941	$73,768	No	No	No	
8,700	85	North Bay Village	$45,000	$67,000	No	No	No	
56,000	448	Homestead	$45,047	$67,660	No	No	No	
11,700	191	South Miami*	$45,722	$58,354	No	$1,300 Per Annum	No	
70	16	Indian Creek	$45,900	$80,084	No	No	No	
20,832	244	Sunny Isles Beach	$46,000	$65,008	No	No	No	
49,387	583	Palm Beach Gardens	$46,149	$85,090	No	No	No	
42,167	646	North Miami Beach	$46,577	$72,642	No	No	No	
60,000	553	North Miami	$46,760	$68,354	No	No	No	
694,992	3,694	Palm Beach County Sheriff's Office	$47,220	$70,272	No	No	No	
102,000	1,800	West Palm Beach	$47,590	$73,808	No	No	No	
103,000	559	Miami Gardens	$47,865	$69,514	No	No	No	
12,631	202	Miami Springs	$48,025	$67,660	No	No	No	
10,234	182	Key Biscayne	$48,092	$74,606	No	No	No	
2,350,000	**28,000**	**Miami-Dade County* with no reductions & 5% health contribution**	**$48,324**	**$81,990**	**5% of Base Pay**	**$3,250 Per Annum**	**4% of Base Pay**	
152,113	1,412	Pembroke Pines	$48,755	$68,702	No	No	No	
100,000	1,000	Miramar	$49,276	$73,038	No	No	No	
5,146	96	Bal Harbour Island	$49,949	$66,936	No	No	No	
35,000	174	Aventura	$49,966	$76,406	No	No	No	
10,040	158	Miami Shores	$50,169	$70,762	No	No	Yes	
56,000	355	Coconut Creek	$50,210	$81,179	No	No	No	
5,744	115	Surfside	$50,258	$70,558	No	No	No	
83,639	687	Davie	$51,687	$79,999	No	No	No	
80,000	1,700	Boca Raton	$52,445	$80,113	No	No	No	
127,000	770	Coral Springs	$52,553	$78,018	No	No	No	
19,460	157	Pinecrest	$52,728	$70,554	No	No	No	
84,000	937	Plantation	$53,367	$77,967	No	No	No	
3,305	80	Bal Harbour	$54,153	$83,031	No	No	No	
93,535	2,100	Miami Beach*	$54,600	$75,610	No	No	No	$1,742 Quality of Life $1,040 CALEA State Accreditation $260 SCFLE State Accreditation
90,081	1,252	Sunrise	$56,826	$80,294	No	No	No	

* Value of supplement included in reported salary