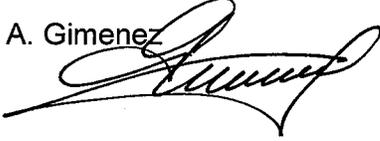


Memorandum



Date: January 19, 2012
To: Honorable Joe A. Martinez, Chairman
and Members, Board of County Commissioners
From: Carlos A. Gimenez
Mayor 
Subject: Impact of Proposed Concessions on Sworn Police Benevolent Association Members

Several Commissioners have asked for information about the wage impact to sworn Police Benevolent Association (PBA) members should the additional 5% (bringing the total to 10%) health care contribution be implemented in conjunction with the other concessions contained in the 2011-14 Collective Bargaining Agreement (CBA). Wage impacts differ among PBA members depending on their seniority and pay supplements. The attached chart provides examples that depict the impact on four police officers (two at entry level and two at pay step 8, with and without night shift differential pay) and one police sergeant at step 9. The illustration is limited to changes that **occurred as a result of collective bargaining and does not include the mandatory 3% contribution to the Florida Retirement System** which impacts *all* employees with the exclusion of those who have already entered the DROP.

As you review the chart, you will notice for each officer an "Overall Percentage of Change" appears in the lower right hand box. These changes reflect the comparison of that officer's pay as of March 1, 2010, to the officer's pay ("Annual Adjusted Salary"), after the implementation of the concessions affecting regular pay contained in the CBA (**including** the additional 5% Health Insurance Contribution). This comparison is in keeping with my goal that the wage increases granted in FY 2011 should not have occurred.

As you review the chart, it should be noted that *all* sworn PBA members receive Hazardous Duty (\$3,250), First Responder (5%) and FDLE Certifications (4%) pay supplements. In the examples where night shift differential, police baccalaureate, educational incentive, career development and/or police standards supplements are included, please note that they are specific to the individual PBA member.

After the application of the CBA concessions and the additional 5% health care contribution, the change in adjusted pay for the officers listed ranged from a 1.5% **reduction** of pay for the entry officer with the night shift differential supplement (Example 3) to a 7.3% **increase** of pay for the police officer at Step 8 without night shift differential (Example 2). In the event that the additional 5% health care contribution is not applied, the percent **increase** to employees' adjusted pay will range from 2.9% to 12.5% as illustrated in Examples 2 and 3 respectively.

It should also be finally noted that under the current CBAs each PBA member is eligible to receive an annual one pay step merit increase of approximately 5% until he or she reaches the maximum step in the pay range plus two one step longevity increases at five year intervals. Employees with fifteen or more years of continuous service are also eligible for an annual longevity bonus ranging from 1.5% to 3.0% of salary.

Attachment

c: Robert A. Cuevas, County Attorney
Office of the Mayor Senior Staff
Jennifer Moon, Budget Director
Lester Sola, Director, Internal Services Department
Charles Anderson, Commission Auditor

Example 1: Police Officer without nights (Entry Level)

Pay Supplements: Hazardous Duty (\$3,250); First Responders (5%); FDLE Certification (4%); Educational Incentive (1 step)

Date	Step	Annual Adjusted Salary	Percent Change in Adjusted Salary	Annual Adjusted Salary - 5% Insurance Contribution ⁽¹⁾	Annual Adjusted Salary - 5% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾	Annual Adjusted Salary - 10% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾
3/1/10	1	\$47,025.95				
9/30/2010 (First Selective)	1	\$49,114.89	4.4%	\$46,106.82		
4/1/2011 (Merit Increase)	2	\$51,205.25	4.3%	\$49,101.35		
7/30/2011 (COLA)	2	\$52,643.79	3.0%	\$50,476.78		
9/30/2011 (Second Selective)	2	\$55,000.54	4.5%	\$52,734.77	\$50,134.77	\$47,869.00
Annual Change in Salary			\$7,974.59	\$5,708.82	\$3,108.82	\$843.05
Bi-Weekly Change in Salary			\$306.72	\$219.57	\$119.57	\$32.43
Overall Percentage Change			16.96%	12.1%	6.6%	1.8%

Example 2: Police Officer without Nights- Step 8

Pay Supplements: Hazardous Duty (\$3,250); First Responders (5%); FDLE Certification (4%); Career Development 1 (\$240)

Date	Step	Annual Adjusted Salary	Percent Change in Adjusted Salary	Annual Adjusted Salary - 5% Insurance Contribution ⁽¹⁾	Annual Adjusted Salary - 5% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾	Annual Adjusted Salary - 10% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾
3/1/10	8	\$61,395.40				
9/30/2010 (First Selective)	8	\$64,080.05	4.4%	\$61,300.69		
4/1/2011 (Merit Increase)	9	\$69,959.47	9.2%	\$65,910.41		
7/30/2011 (COLA)	9	\$71,953.47	3.0%	\$68,812.94		
9/30/2011 (Second Selective)	9	\$75,009.65	4.2%	\$71,728.94	\$69,128.94	\$65,848.22
Annual Change in Salary			\$13,614.25	\$10,333.53	\$7,733.53	\$4,452.81
Bi-Weekly Change in Salary			\$523.63	\$397.44	\$297.44	\$171.26
Overall Percentage Change			22.17%	16.8%	12.6%	7.3%

Example 3: Police Officer with 2 step nights (Entry Level)

Pay Supplements: Hazardous Duty (\$3,250); First Responders (5%); FDLE Certification (4%); Educational Incentive (1 step), Night Differential (2 steps)

Date	Step	Annual Adjusted Salary	Percent Change in Adjusted Salary	Annual Adjusted Salary - 5% Insurance Contribution ⁽¹⁾	Annual Adjusted Salary - 5% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾	Annual Adjusted Salary - 10% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾
3/1/10	1	\$51,205.25				
9/30/2010 (First Selective)	1	\$53,493.14	4.5%	\$51,485.06		
4/1/2011 (Merit Increase)	2	\$55,979.40	4.6%	\$52,875.51		
7/30/2011 (COLA)	2	\$57,561.34	3.0%	\$55,394.33		
9/30/2011 (Second Selective)	2	\$60,228.14	4.6%	\$57,962.37		
12/12/2011 (1 step nights)	2	\$57,561.34	-4.4%	\$55,295.57	\$52,695.57	\$50,429.80
Annual Change in Salary			\$6,356.10	\$4,090.33	\$1,490.33	-\$775.44
Bi-Weekly Change in Salary			\$244.47	\$157.32	\$57.32	-\$29.82
Overall Percentage Change			12.41%	8.0%	2.9%	-1.5%

Example 4: Police Officer with 2 step Nights- Step 8

Pay Supplements: Hazardous Duty (\$3,250); First Responders (5%); FDLE Certification (4%); Police Baccalaureate (\$960), Night Differential (2 Steps)

Date	Step	Annual Adjusted Salary	Percent Change in Adjusted Salary	Annual Adjusted Salary - 5% Insurance Contribution ⁽¹⁾	Annual Adjusted Salary - 5% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾	Annual Adjusted Salary - 10% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾
3/1/10	8	\$70,679.67				
9/30/2010 (First Selective)	8	\$73,646.86	4.2%	\$70,867.50		
4/1/2011 (Merit Increase)	9	\$77,104.91	4.7%	\$73,055.85		
7/30/2011 (COLA)	9	\$79,291.63	3.0%	\$76,151.10		
9/30/2011 (Second Selective)	9	\$82,799.83	4.4%	\$79,519.12		
12/12/2011 (1 step nights)	9	\$79,291.63	-4.2%	\$76,010.91	\$73,410.91	\$70,130.19
Annual Change in Salary			\$8,611.96	\$5,331.24	\$2,731.24	-\$549.48
Bi-Weekly Change in Salary			\$331.23	\$205.05	\$105.05	-\$21.13
Overall Percentage Change			12.18%	7.5%	3.9%	-0.8%

Example 5: Police Sergeant -Step 9

Pay Supplements: Hazardous Duty (\$3,250); First Responders (5%); FDLE Certification (4%); Career Development 5 (\$1,200), Police Standards (\$300)

Date	Step	Annual Adjusted Salary	Percent Change in Adjusted Salary	Annual Adjusted Salary - 5% Insurance Contribution ⁽¹⁾	Annual Adjusted Salary - 5% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾	Annual Adjusted Salary - 10% Insurance Contribution and CBA 2011-14 reductions ⁽²⁾
3/1/10	9	\$89,216.66				
9/30/2010 (First Selective)	9	\$93,257.06	4.5%	\$88,197.10		
7/30/2011 (COLA)	9	\$95,912.44	3.0%	\$91,730.68		
9/30/2011 (Second Selective)	9	\$100,073.48	4.3%	\$95,700.84	\$93,100.84	\$88,728.20
Annual Change in Salary			\$10,856.82	\$6,484.18	\$3,884.18	-\$488.46
Bi-Weekly Change in Salary			\$417.57	\$249.39	\$149.39	-\$18.79
Overall Percentage Change			12.17%	7.3%	4.4%	-0.5%

⁽¹⁾ This includes the suspension of flex dollars (\$1,000 annually) from 3/8/2010 - 3/6/2011

⁽²⁾ CBA changes are reduction of night differential from 2 step to 1 step, suspension of flex dollars (\$1,000 annually), deduction for take home vehicles (\$1,300 annually) and uniform allowance (\$300 annually)

⁽³⁾ All scenarios above account for employees having the pay supplements for hazardous duty (\$3,250 annually), first responder pay (5%) and FDLE certification (4%)