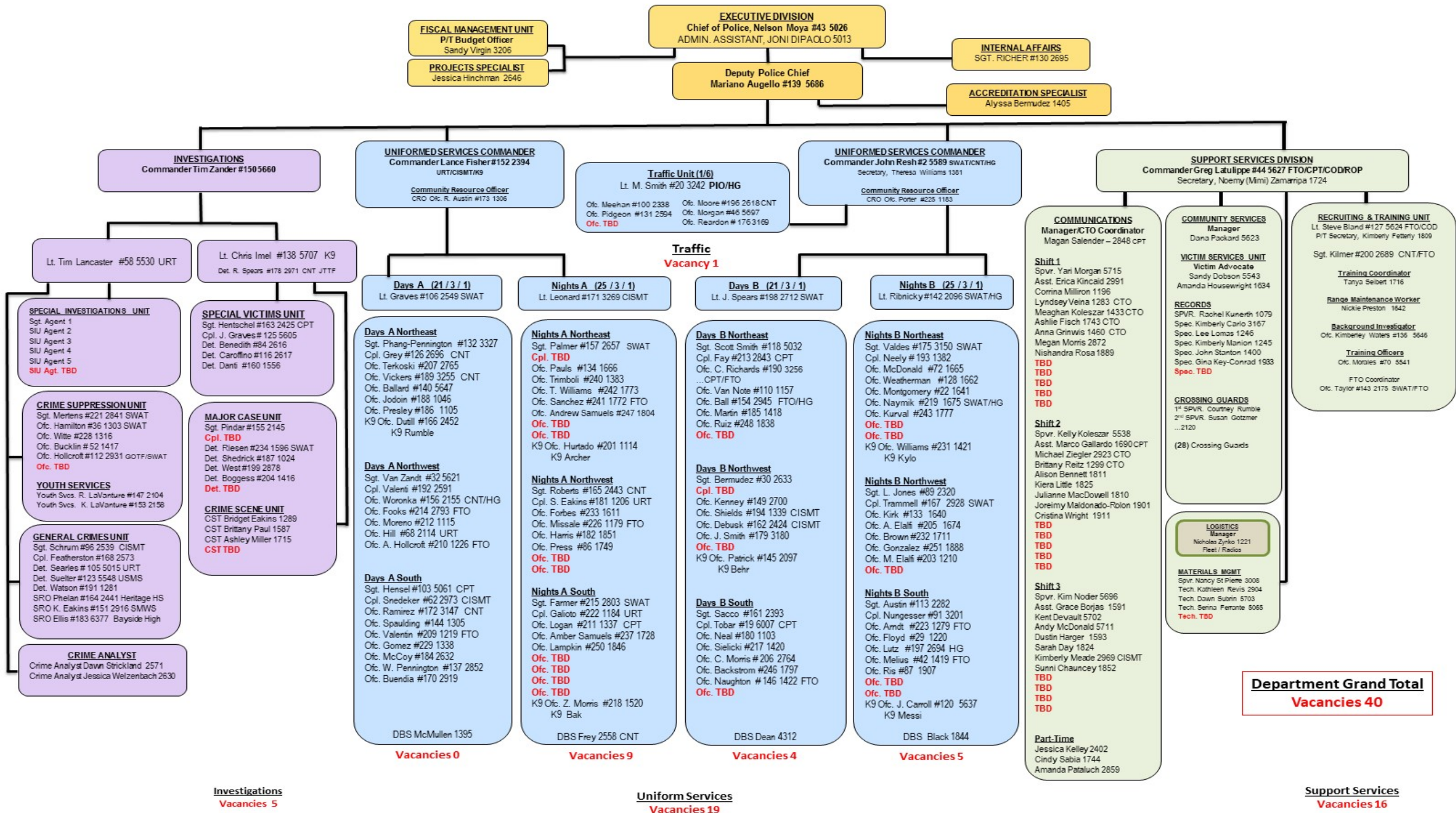


# Palm Bay Police Department FY 21 Salary Study Sworn Personnel & Communications Center

Nelson Moya  
Chief of Police





# Recruitment and Retention

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## Sworn Personnel

- Over the last year, 12 Police Officers resigned for law enforcement positions at other agencies or in private sector positions.
  - Cumulative total of 47 Years of Service
  - 5 of the 12 had 5+ Years of Service
  - Vacancies from these departures are spread across all four Patrol Shifts as well as in each of the specialty units.
  - These vacancies create increasing workload demands on the remaining personnel.
- Challenges to Recruitment:
  - Lower end of pay scale, aging vehicle fleet
  - 25 current vacancies
  - Restricted one-time bonus for Certified Police Officers
- Request for pay adjustment equivalent to the value of 2 Steps for all Officers, Sergeants, and Lieutenants (FOP Bargaining Units).



# Police Officer Salary Comparison

Agency	Starting Salary (Highest to Lowest)	Benefits/Incentives
West Melbourne	\$45,000	Up to \$5,000 based on Experience, at Chief's discretion. Shift Differential 2-4%. Starting Salary will increase to \$46,000 in 2021.
Cocoa	\$42,120	2.25% per year of experience, up to 5 years.
Brevard County SO	\$42,120	\$47,424 w/experience plus a \$3,000 hiring bonus. Education Reimbursement. 3-5% Shift Differential. Longevity Pay. Sponsorship for Police Academy.
Indian Harbour Beach	\$42,119	3 to 5% pay increase w/experience.
<b>Palm Bay (Proposed)</b>	<b>\$41,525</b>	<b>Revised one-time bonus of \$1,000 per year up to \$4,000 for 4 years of prior experience.</b> Relocation incentive up to \$2,500 only for those who qualify.
Rockledge	\$41,100	Starting salary increased depending on experience. Longevity Pay. Education Pay \$10/weekly.
Melbourne PD	\$41,003	\$43,752 w/experience plus a \$2,500 hiring bonus and \$2,000 relocation incentive. 4% Shift Differential. Sponsorship for Police Academy. Longevity Pay and Cost of Living Adjustment (COLA).
Titusville PD	\$41,000	Experienced officers can start up to 3 steps higher depending on years of experience.
Melbourne Airport	\$40,726	No additional incentives currently.
Cocoa Beach	\$40,019	2-4% increase w/experience. Shift Differential.
Satellite Beach	\$39,618	No additional incentives currently.
<b>Palm Bay (Current)</b>	<b>\$39,143</b>	One time \$1000 with 3+years of experience. Relocation incentive up to \$2,500 only for those who qualify.
Indialantic	\$38,648	Shift Differential.
Melbourne Beach	\$35,500	\$37,000 w/experience.
Melbourne Village	\$33,000	2-5% pay increase w/experience.

# Sergeant & Lieutenant Salary Comparison

Agency	Sergeant Min	Sergeant Max
Port St. Lucie	\$82,286	\$94,246
Vero Beach	\$65,920	\$84,460
Brevard County SO*	\$60,299	\$73,195
West Melbourne*	\$59,500	\$68,000
Rockledge*	\$56,500	
Cocoa PD*	\$56,160	
Melbourne PD*	\$55,440	\$72,107
Cocoa Beach*	\$55,213	\$71,543
Indian Harbour Beach*	\$53,756	
<b>Palm Bay PD (Proposed)</b>	<b>\$53,559</b>	<b>\$81,012</b>
Daytona Beach	\$52,401	\$81,814
Titusville PD*	\$52,000	\$72,838
Satellite Beach*	\$51,630	\$82,608
Sebastian PD	\$51,357	\$90,234
<b>Palm Bay PD* (Current)</b>	<b>\$50,484</b>	<b>\$76,362</b>
*Brevard County Average Sergeant Starting Salary is \$55,098		

Agency	Lieutenant Min	Lieutenant Max
Port St. Lucie	\$104,640	\$119,900
Vero Beach	\$93,462	\$101,187
Brevard County SO*	\$70,325	\$85,883
West Melbourne*	\$69,500	\$78,000
Melbourne PD*	\$66,034	\$86,012
Rockledge*	\$65,920	\$65,920
<b>Palm Bay PD (Proposed)</b>	<b>\$64,111</b>	<b>\$94,151</b>
Titusville PD*	\$62,593	
Daytona Beach	\$61,921	\$98,558
<b>Palm Bay PD* (Current)</b>	<b>\$60,432</b>	<b>\$88,746</b>
Cocoa PD*	\$59,290	
Satellite Beach*	\$57,376	\$57,376
Sebastian PD	\$57,256	\$103,060
Cocoa Beach PD*	N/A	N/A
Indian Harbour Beach*	N/A	N/A
*Brevard County Average Lieutenant Starting Salary is \$63,934		

# Recruitment and Retention

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## Telecommunicators

- Total of 7 Telecommunicators have left for positions within the City of Palm Bay in the previous 18 months.
- Challenges to Recruitment:
  - Lower pay scale compared to Melbourne and Brevard County as well as within other departments at the City of Palm Bay
  - Mandatory Overtime due to numerous vacancies over an extended period
  - Other positions do not require Certification, have normal work hours, and higher pay
  - 2 Current Vacancies; 5 Frozen Positions
- Request to change Telecommunicator to Communications Officer Trainee (Grade H) and then progress to Communications Officer (Grade K) upon certification.
- Request to change Communications Shift Supervisor from Grade M to Grade P.

\*Telecommunicator Comparison Pay Study from HR available as attachment.

# Recruitment and Retention

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## Command Staff

- Largest municipal police department in Brevard County with a Command Staff totaling over 100 years of combined service to the City of Palm Bay.
  - Leadership experience with advanced training to include the FBI National Academy, Senior Management Institute for Police (SMIP), Southern Police Institute (SPI) Command Officers Development Course and the FBI-LEEDA Trilogy
- Current pay ranges and actual salaries are well below other Brevard agencies.
- With adjustments to the other sworn positions, disparity between Lieutenants earning higher salaries than their Commanders and the Deputy Chief.
- Request to reclassify Commanders to Grade AF with a 9% salary adjustment
- Request to reclassify Deputy Chief to Grade AH with a 9% salary adjustment

# Commander & Deputy Chief Salary Comparison

Agency	Commander Min	Commander Max
Vero Beach	\$105,708	\$108,879
Port St. Lucie	\$104,640	\$119,900
Sebastian PD	\$101,268	
Daytona Beach	\$100,302	\$105,555
Brevard County SO*	\$99,990	\$102,990
Melbourne PD*	\$92,091	\$99,463
Titusville PD*	\$89,752	
<b>Palm Bay PD (Proposed)</b>	<b>\$85,063</b>	<b>\$95,753</b>
Rockledge*	\$81,081	
Satellite Beach*	\$79,044	\$88,190
Cocoa PD*	\$78,291	\$83,300
Indian Harbour Beach*	\$77,584	
West Melbourne*	\$75,920	\$95,056
<b>Palm Bay PD* (Current)</b>	<b>\$75,766</b>	<b>\$88,413</b>
Cocoa Beach*	\$65,915	\$67,893
*Brevard County Average Commander Starting Salary is \$81,540		

Agency	Deputy Chief Min
Port St. Lucie	\$141,824
Brevard County SO*	\$140,000
Daytona Beach	\$133,343
Melbourne PD*	\$121,777
Sebastian PD	\$115,972
Titusville PD*	\$100,318
<b>Palm Bay PD (Proposed)</b>	<b>\$96,202</b>
West Melbourne*	\$95,160
<b>Palm Bay PD* (Current)</b>	<b>\$85,689</b>
Rockledge*	\$84,872
Cocoa Beach*	\$76,211
Cocoa PD*	N/A
Indian Harbour Beach*	N/A
Satellite Beach*	N/A
Vero Beach	N/A
*Brevard County Average Deputy Chief Starting Salary is \$100,598	



# Fiscal Impact of Salary Adjustment

## Estimate for 20 Remaining FY21 Pay Periods

	FISCAL IMPACT 20 Pay Periods
Officers (Salary/Taxes/Retirement)	\$ 280,648
Sergeants (Salary/Taxes/Retirement)	\$ 29,603
Lieutenants (Salary/Taxes/Retirement)	\$ 34,902
Command Staff (Salary/Taxes/Retirement)	\$ 34,714
Comm Center (Salary/Taxes/Retirement)	\$ 40,766
Sworn Personnel Admin Pay/Holiday/Overtime	\$ 50,727
Civilian Personnel Admin Pay/Holiday/Overtime	\$ 6,990
<b>TOTAL FISCAL IMPACT 20 Pay Periods:</b>	<b>\$ 478,350</b>

\*Based Upon an effective date of December 5, 2020 and costs for Comm Center are provided with 5 frozen positions per agreement for FY21.

# Fiscal Impact of Salary Adjustment

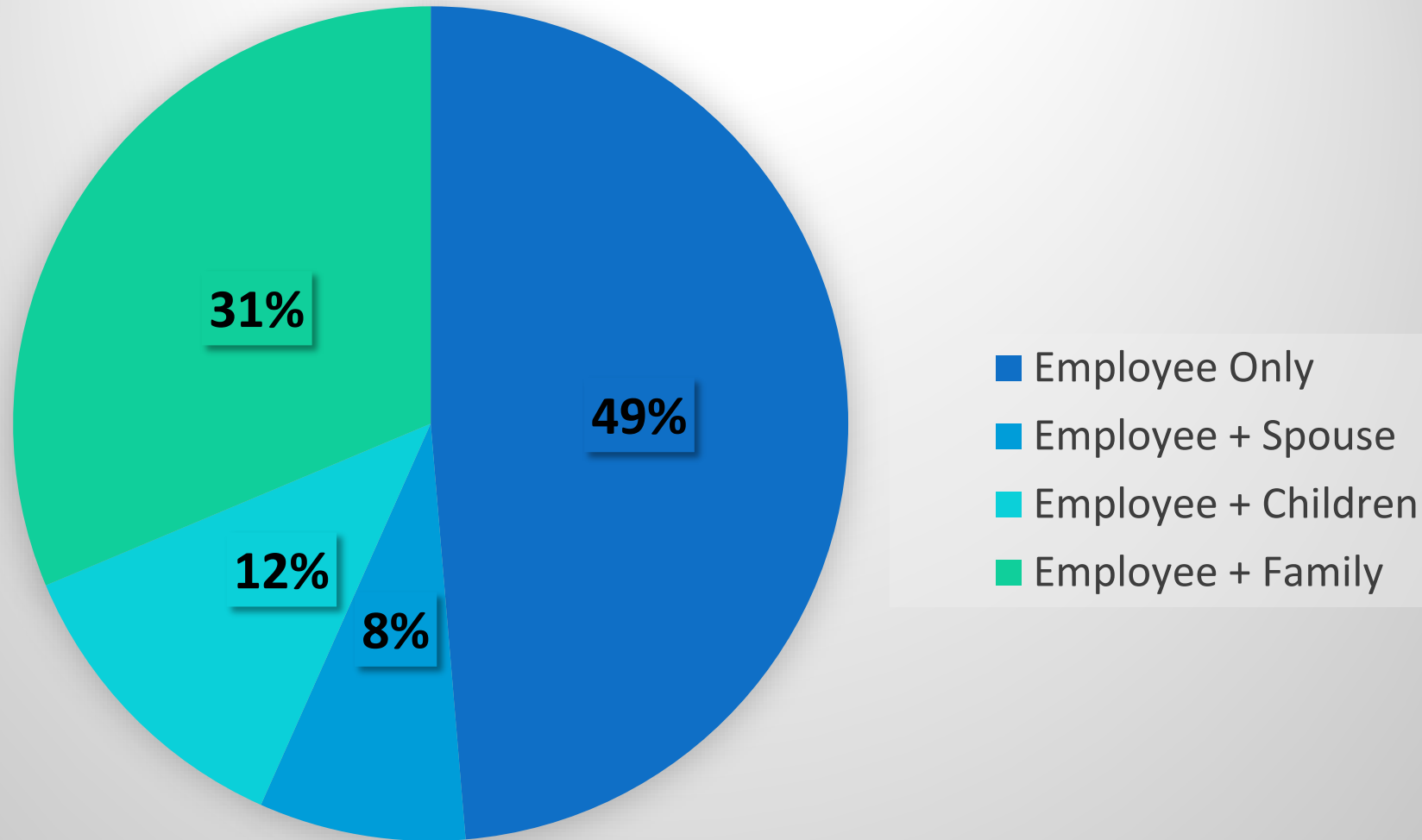
## Estimate for Additional Re-Occurring Costs (Full FY)

	FISCAL IMPACT Full FY
Officers (Salary/Taxes/Retirement)	\$ 394,553
Sergeants (Salary/Taxes/Retirement)	\$ 38,484
Lieutenants (Salary/Taxes/Retirement)	\$ 45,373
Command Staff (Salary/Taxes/Retirement)	\$ 39,136
Comm Center (Salary/Taxes/Retirement)	\$ 70,760
Sworn Personnel Admin Pay/Holiday/Overtime	\$ 50,726
Civilian Personnel Admin Pay/Holiday/Overtime	\$ 6,990
<b>TOTAL FISCAL IMPACT Full FY:</b>	<b>\$ 646,022</b>

\*Based upon no Frozen Positions in Comm Center to get an understanding of the re-occurring costs.

# Sworn Employee Medical Plan Coverage

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# Sworn Employee Only Benefit Comparison

City	Medical/Dental/Vision, etc.	Retirement	Total City Contribution
Satellite Beach	\$9,188.96	\$24,871.00	\$34,059.96
Melbourne	\$10,053.00	\$23,767.00	\$33,820.00
Brevard County SO	\$11,700.00	\$10,680.00	\$22,380.00
<b>Palm Bay</b>	<b>\$9,328.02</b>	<b>\$13,032.00</b>	<b>\$22,360.02</b>
Cocoa Beach	\$9,088.08	\$12,647.00	\$21,735.08
West Melbourne	\$7,561.32	\$13,140.00	\$20,701.32
Rockledge	\$8,665.54	\$5,900.00	\$14,565.54



# Sworn Family Benefit Comparison

City	Medical/Dental/Vision, etc.	Retirement	Total City Contribution
<b>Palm Bay</b>	<b>\$ 27,296.88</b>	<b>\$13,032.00</b>	<b>\$40,328.88</b>
Satellite Beach	\$14,908.24	\$24,871.00	\$39,779.24
Cocoa Beach	\$ 22,303.68	\$12,647.00	\$34,950.68
Melbourne	\$10,053.00	\$23,767.00	\$33,820.00
West Melbourne	\$ 17,412.36	\$13,140.00	\$30,552.36
Rockledge	\$15,475.20	\$5,900.00	\$21,375.20

Family Plan Comparison

# Sworn Employee + Spouse Benefit Comparison

City	Medical/Dental/Vision, etc.	Retirement	Total City Contribution
Satellite Beach	\$12,442.24	\$24,871.00	\$37,313.24
Cocoa Beach	\$23,378.40	\$12,647.00	\$36,025.40
Melbourne	\$10,053.00	\$23,767.00	\$33,820.00
<b>Palm Bay</b>	<b>\$16,982.68</b>	<b>\$13,032.00</b>	<b>\$30,014.68</b>
West Melbourne	\$12,992.88	\$13,140.00	\$26,132.88
Rockledge	\$12,985.70	\$5,900.00	\$18,885.70