

Fiscal Year 2019-2020 Wage & Benefits Survey

Palm Beach County Police Benevolent
Association, Inc.



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Revised

Wednesday, February 12, 2020

Agency	Contract Year Term	Wage Summary Starting & Top Out									
		Officer/Deputy		Sergeant		Lieutenant		Captain		Civilian/Dispatch	
Atlantis		\$47,175.00		\$ 64,602.00							
Boca Raton		\$ 66,855.36	\$ 104,392.36	\$ 102,540.64	\$ 122,985.41	\$ 120,770.21	\$ 138,634.86				
Boynton Beach	2022	\$ 59,666.00	\$ 94,191.00	\$ 95,250.00	\$ 113,128.00			\$ 94,203.00	\$ 141,315.00	\$ 42,307.00	\$ 63,460.00
Delray Beach	2021	\$ 52,800.00	\$ 104,152.00	\$ 93,010.60	\$ 115,583.22	\$ 106,960.00	\$ 128,786.00				
Greenacres											
Gulfstream		\$ 47,500.00		\$ 75,200.00							
Highland Beach	2020	\$ 50,400.00	\$ 76,685.00	\$ 61,950.00	\$ 84,729.00		\$ 95,000.00				
Juno Beach	2021	\$ 56,693.00	\$ 83,579.00	\$ 68,300.00	\$ 101,062.00						
Jupiter	2022	\$ 58,100.00	\$ 97,203.00	\$ 95,000.00	\$ 115,000.00						
Jupiter Island	2021	\$ 53,127.00	\$ 90,906.00	\$ 74,228.00	\$ 100,763.00			\$ 80,729.00	\$ 115,101.00	\$ 39,957.00	\$ 63,781.00
Lake Clarke Shores	2019	\$ 45,600.00		\$ 47,880.00		\$ 50,160.00					
Lantana	2020	\$ 50,932.96	\$ 81,036.80	\$ 64,577.76	\$ 93,192.32					\$ 50,356.59	\$ 75,536.03
Manalapan	2020	\$ 52,000.00				\$ 60,000.00					
MCSO	2022	\$ 48,901.10	\$ 79,654.75	\$ 67,621.56	\$ 90,619.36	\$ 111,697.49		\$ 121,556.62		\$ 34,262.95	\$ 65,319.59
MC Tax Collector	2020									\$ 24,960.00	\$ 72,800.00
North Palm Beach	2021	\$ 51,809.00	\$ 82,894.00	\$ 65,407.00	\$ 104,652.00					\$ 46,110.00	\$ 73,776.00
Ocean Ridge	2021	\$ 53,428.00	\$ 80,559.00	\$ 58,904.00	\$ 70,909.00	\$ 80,571.00	\$ 82,647.00			\$ 40,136.00	\$ 68,753.00
Palm Beach		\$ 52,275.00		\$ 80,719.00							
Palm Beach Gardens	2022	\$ 55,620.00	\$ 89,040.00	\$ 76,720.00	\$ 111,543.00					\$ 48,410.00	\$ 74,730.00
Palm Beach Shores											
Palm Beach School Police	2020	\$ 45,466.05	\$ 65,161.95	\$ 46,374.30	\$ 69,361.95			\$ 78,724.80	\$ 113,730.75		
Palm Springs	2022	\$ 52,263.00	\$ 87,032.00	\$ 61,130.00	\$ 97,865.00	\$ 71,504.00	\$ 110,073.00				
PBSO	2021	\$ 55,884.00	\$ 83,160.00	\$ 86,904.00	\$ 113,208.00	\$ 113,208.00	\$ 129,216.00	\$ 141,060.00	\$ 168,264.00	\$ 50,508.00	\$ 75,108.00
Port St Lucie		\$ 45,000.00		\$ 77,848.00							
Riviera Beach	2019	\$ 51,491.00	\$ 71,595.00	\$ 65,442.00	\$ 86,175.00			\$ 87,687.00	\$ 124,464.00	\$ 37,804.00	\$ 58,000.00
Sewall's Point		\$ 45,190.00	\$ 85,893.00	\$ 67,287.00	\$ 90,837.00	\$ 74,184.00	\$ 100,148.00			\$ 35,000.00	\$ 55,000.00
SLCSO											
South Palm Beach											
Stuart	2021	\$ 45,500.00	\$ 80,000.00	\$ 68,000.00	\$ 81,400.00			\$ 91,068.00	\$ 100,513.79	\$ 35,907.14	\$ 58,727.29
Tequesta	2021	\$ 54,177.00	\$ 83,401.00	\$ 71,875.00	\$ 102,907.00	\$ 73,009.00	\$ 104,300.00	\$ 78,120.00	\$ 111,600.00	\$ 42,000.00	\$ 64,000.00
West Palm Beach	2020	\$ 49,964.77	\$ 85,491.15	\$ 85,491.15	\$ 98,966.69	\$ 98,966.69	\$ 114,566.31				

BOLD	PBA BARGAINING UNIT(S)
Green	PBSO Merged
Red	Other Union (FOP/IUPA)
No Bargaining Agent	
<i>Italics</i>	<i>Info outdated</i>

** Note - Contract Year Term is the date of expiration of the Contract between the Parties; if there are ReOpeners during the contract that will be reflected as YYYY-R

Agency	Summary of Benefits Monetary Benefits					
	Step Plan	Merit Pay	OT Ex Duty	Assignment Pay	Clothing Allowance	Court Time
Atlantis					<i>Uniforms & Dry cleaning provided</i>	<i>2 hr minimum</i>
Boca Raton	10; 4 Sgt; 3 Lt			\$1,000 (Det, Tac, K9) FTO/PSO 5%-7.5%	\$1,300; \$1000 add'l Invest; \$300 uniform; \$145 shoes	3 hr minimum
Boynton Beach	10		\$45/hr	FTO, PTO 7%; SWAT 10%; Acting Sgt 7%	\$1,400 & \$800 Dry cleaning	3 hr minimum
Delray Beach	12	5%	\$35/hr	FTO 1.5hr	\$400 semi-annual for positions req civ attire	3 hr minimum
Greenacres						
Gulfstream						
Highland Beach		0%-5% annual	\$45/hr	FTO 5%	\$960 annual	3 hr minimum
Juno Beach		COLA increases range	\$35 - \$45/hr	Det 5% FTO 10%	\$35/pp; \$500 Inv Unit	3 hr minimum
Jupiter	Officers 12 Sgts 5	Up to 6% pay for performance	\$40 - \$45/hr	2% - 10%	Det \$700; \$140 shoe	3 hr minimum
Jupiter Island			Actual Rate		\$150/yr	Greater of 2 hrs or actual hrs
Lake Clarke Shores			\$35/hr	Motors 5%	\$500/yr boots & uniforms only	3 hr minimum
Lantana	13		\$37.50/hr	Det 10%; Inv 5%; FTO 5%; Evid Cust 3%	Det \$600/yr Patrol \$125/yr boot pd bi-weekly	3 hr minimum
Manalapan			\$35.50	Add'l \$1/hr up to 84 hrs per/pay period	Uniforms & Dry cleaning provided \$125 shoe/yr	3 hr minimum
MCSO	D/S 11 - Sgt 7	5%	\$34-\$44/hr		Plain Clothes Dets and \$125/yr shoes	3 hr minimum
MC Tax Collector						Actual Time
North Palm Beach	Yes	L3 92-100%; L2 84-91%; L1 75-83%	\$44.08/hr		5% \$85/mo uniformed officers; \$500 lump sum for plain clothes; \$125 Shoes	3 hr minimum
Ocean Ridge		0%-5%	\$35/hr	Det 2.5%; FTO 5%	Replacement; \$125/yr shoes	3 hr minimum
Palm Beach		7.5%	Reg O/T rate	Motors \$2,200/yr FTO \$5,000/yr	\$1,080 - Lt ^ & pln clothes ofcrs & sgts; \$100 shoe	3 hr minimum
Palm Beach Gardens			\$40-\$45/hr	All at 5%	\$46/mo	3 hr minimum
Palm Beach Shores						
Palm Beach School Police		4	Time and one half	Det \$4,000 Tac \$2,800 K9 \$2,800 FTO \$1,200	\$360/yr	
Palm Springs	No	2%-4%	\$35/hr	Det \$75/mo Tac \$75/mo FTO 3 hrs comp	\$250 uniform cleaning; \$150 boots; \$250 allowance	2 hr minimum at 1.5 or rate or 2 hr comp
PBSO	10 D/S; 7 Sgt; 4 Lt		\$40-\$50/hr		5%	3 hr minimum
Port St Lucie						
Riviera Beach		7	\$35/hr	Tac, Motors, K9 - \$15 FTO 5%	\$40 per pay period	3 hr minimum
Sewall's Point		19				
SLCSO						
South Palm Beach						
Stuart		3%	\$34/hr	5%; 1hr OT for FTO	\$650 annual for dets or Prof Stnds	Straight or OT
Tequesta	No	2020: 4% 2021: 3%	\$35-\$40/hr		5% \$425 Cleaning; \$200 boots	3 hr minimum
West Palm Beach		12	\$50-\$70/hr	Motors \$75/pay K9 5%; FTO 5%	\$730/yr	3 hr minimum

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Red	Other Union (FOP/IUPA)
No Bargaining Agent	
Italics	Info outdated

Agency	Summary of Benefits Extra Benefits				
	Bereavement Leave	Holidays	Sick Leave	Longevity	Vacation
Atlantis	<i>3days in state / 5days out</i>	<i>10/year</i>	<i>98 hours</i>	<i>\$100/year</i>	<i>4 hr/mo ^ to 15</i>
Boca Raton	3days in state / 5days out	12/year	96 hours	10-15 yrs - \$1,500 15-over - \$2,000	96 hrs - 168 hrs based on yos
Boynton Beach	3days in state / 5days out	12/year	96 hours		196 hrs year
Delray Beach	3days in state / 5days out	12/year	96 hours	None	8 hrs - 12 hrs month
Greenacres					
Gulfstream					
Highland Beach	3 days in PB/Martin/Broward counties	11/year + 3/personal	12 days	2%-5% based on yos	10 - 20 days based on yos
Juno Beach	3 days	11/year	Inc in Annual/Vac Leave		156-160 hrs based on yos
Jupiter	3days in state / 5days out	10/year		\$250-\$500 based on yos	96-160 hrs based on yos
Jupiter Island	25.2 hrs	100.8 hrs	100.8 hrs		84-168 hrs based on yos
Lake Clarke Shores	3 days	11/year	96 hours		10 days - 30 days based on yos
Lantana	3days in state / 5days out	11/year + 1/personal	84 hours	None for new hires	84-168 hrs based on yos
Manalapan	3days in state / 5days out	10/year + 1/personal	84 hours + 0 use of sick leave for 6 mo gets 8 hr vac bonus		84-168 hrs based on yos
MCSO	Yes	10/year + 2/personal	96 hours	\$1,500 at yos; \$3,000 at 20 yos	2-5 wks per yr depending on yos
MC Tax Collector	Reasonable time off	12/year	** See Vacation - all PTO		120-256 hrs based on yos (PTO)
North Palm Beach	3 days	11/year	96 hours		80-160 hrs based on yos
Ocean Ridge	3days / 5days 180 mile radius	11/year (10 + Birthday)	80 hours	\$500 - \$2,000 based on yos	86-166 hrs based on yos
Palm Beach	<i>24 hrs in state / 40 wk hrs out of state</i>	<i>96 hrs</i>	<i>96 hours</i>	<i>Performance Bonus plan up to \$6,000/yr</i>	<i>80-352 hr based on rank and yos</i>
Palm Beach Gardens	3days in state / 5days out	11/year			16-640 hrs based on yos
Palm Beach Shores					
Palm Beach School Police	3 days	17/year	1 day per month		
Palm Springs	3 Days	13/year	Personal Leave time		Personal Leave time
PBSO	4days in state / 5days out	13/year	8 hours per month	16 hrs - 104 hrs based on yos	Maximum balance of 850 hours
Port St Lucie					
Riviera Beach	3days in state / 5days out	10/year and 1.5 for birthday if working	1 day per month		6 days - 20 days based on yos
Sewall's Point					
SLCSO					
South Palm Beach					
Stuart	5 days	8/year			60-296 hrs based on yos
Tequesta	3 days	12/year	72 hrs per year	\$750-\$1,250 based on yos	80-160 hrs based on yos
West Palm Beach	40 hrs pd leave	11/year	95.94 hrs per year		13-22 days based on yos

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No Bargaining Agent	
Italics	Info outdated

Agency	Summary of Benefits Miscellaneous Benefits			
	Take Home Vehicle	Sick Payout	Career Path	Tuition Reimbursement
Atlantis	<i>Chief; Det & Crime Scene</i>	<i>Up to 960 hrs</i>		
Boca Raton	Yes	Over 960; % based on days used		A - 100%; B - 75%; C - 50%
Boynton Beach	Yes; 50 mile radius	80 hrs/yr	Next contract	Up to Masters
Delray Beach	Yes w/in 15 miles of City	1120 hrs max	5 levels	12 credits per year
Greenacres				
Gulfstream				
Highland Beach		48 hrs end of year / full at retirement	No	100% for C or higher if approved
Juno Beach	After 2 yos or \$3,000 per year	300 hrs PLT		A - 100%; B - 75%; C - 25%
Jupiter	Yes; Fuel stipend \$25-\$75	30%-50% based on yos		A-B - 100%; C - 75%; D - 0%
Jupiter Island	Sgts only	10 yos or more 50% up to 160 hrs	Yes	Up to \$2,500/yr
Lake Clarke Shores		12 days/yr; Paid 50% unused each October		
Lantana	Det pay \$1,300 annually for take home car - no limitations	Based on % used		Suspended
Manalapan			No	Yes
MCSO	Yes	25% ^ to 480 hrs - 50% up to 480 hrs based on yos		A- 100%; B - 75%; C - 50% Maximum of \$1,000/FY
MC Tax Collector				
North Palm Beach	Chief; Captains; Sgts & Dets	50-75% based on yos		\$5,250 annually; \$250 books; FL State Colleges or Universities only
Ocean Ridge		<i>1/4 of unused leave time max of 160 hrs</i>		A- 100%; B - 75%; C - 50% Maximum of \$2,500/FY
Palm Beach	<i>Capt, Lt and Dets and ^</i>	<i>50% of balance over 320 hrs; NTE 640 hrs pd</i>		<i>100% for A,B; 75% for C - FT ee only</i>
Palm Beach Gardens	Yes			
Palm Beach Shores				
Palm Beach School Police	Sgts only	<i>100% after 10 yos</i>	Yes	
Palm Springs	After 1 yos; No personal use			<i>\$2,000/year;</i> <i>A-100%; B-75%; C-50%</i>
PBSO	LE: Yes Corrections: Only Lts	100% of the first 480 hours at current rate of pay and 50% of the remaining hours at current rate of pay, not to exceed 1200 hours based on yos	Career Deputy I (6) Years - Career Deputy IV (18) Years	Yes: BA or AA
Port St Lucie				
Riviera Beach	Yes/Limited	100% up to 132 days based on yos		Yes based on community colleges tuition rates per semester
Sewall's Point				
SLCSO				
South Palm Beach				
Stuart	Business Only	Upon separation		Yes
Tequesta	No	25%-50% based on yos		Yes
West Palm Beach	Yes; Fuel surcharge outside City limits	50% max of 480 hrs	PFC 2.5% MPO 5%	Job related courses with C or better

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Agency	Retirement Benefits Plan Type / Perks				
	FRS/DB /DC	Normal / Early Retirement	Disability	DROP	COLA
Atlantis	<i>Yes</i>		<i>W/C</i>		<i>2.50%</i>
Boca Raton	<i>DB</i>	<i>20 yos or age 55</i>		<i>5 yr max</i>	<i>2%</i>
Boynton Beach	457 Deferred Comp	20 yos		Yes	No
Delray Beach	DB	25 yos or age 55	Long-Term	None for new hires	1% in retiree pens
Greenacres					
Gulfstream					
Highland Beach	FRS	Age 60+			
Juno Beach	FRS				
Jupiter	DB	55/10 normal 50/10 early	Long-Term 60% up to \$10,000/mo	8 yrs pay 10% for first 4, 0% after	
Jupiter Island	DB/DC (Frozen)		Up to one year		
Lake Clarke Shores	401(a)		9%; ee 2%; AD&D if elected, policy pd by ee		
Lantana	DB sworn / DC dispatch	50 yoa minimum	Swn Dty 42% or Swn Non Dty 25% - or accrued benefit (whichever is >);	5 years	Sworn up to 1% based on CPI
Manalapan					
MCSO	FRS				
MC Tax Collector					
North Palm Beach	DB	55 yoa; 50 yoa w/ 3% penalty per year		Yes	
Ocean Ridge	FRS		Short & Long Term		
Palm Beach	<i>DB</i>	<i>56 yoa</i>	<i>LTD pd by Town; 2/3 of gross ^ to \$9,000/mo (depending on salary)</i>	<i>5 years</i>	
Palm Beach Gardens		20+ out at 60% or 25 yos at 75% or 52 yoa w/ 10 yos		5 years	
Palm Beach Shores					
School Police	<i>FRS</i>		<i>W/C</i>	<i>5 years</i>	
Palm Springs	<i>FRS/§185</i>				
PBSO	FRS		W/C	Yes	3%
Port St Lucie					
Riviera Beach		20 yos - full; 10 yos at 50 yoa for early		Min 10 years vested	
Sewall's Point					
SLCSO					
South Palm Beach					
Stuart	<i>FRS</i>		<i>W/C</i>		
Tequesta		52 yoa			
West Palm Beach		50 yoa with 20 yos or 30 yos	100% up to 180 days	5 yr max at 20 yos and 50 yoa	5% steps for first 12 yrs

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Agency	Retirement Benefits Contribution Rates and Accruals			
	Benefit Accrual Rate	AFC	Member Contributions	Agency Contributions
Atlantis	3%		3%	
Boca Raton				
Boynton Beach	3%		9%	29%
Delray Beach	2.75% multiplier	68.75%	9%	
Greenacres				
Gulfstream				
Highland Beach	3%		3%	
Juno Beach				
Jupiter	Tier 1 - 3% Tier 2 - 2.75%	Total cash compensation inc o/t up to 300 hrs	10%	
Jupiter Island			457 available	14.50%
Lake Clarke Shores				
Lantana	3%	Highest 5 of last 10 yos	8%	
Manalapan				
MCSO			3%	
MC Tax Collector				
North Palm Beach			7%	
Ocean Ridge				
Palm Beach	<i>2.75% multiplier</i>	<i>Last 5 yos</i>	<i>10.09%</i>	
Palm Beach Gardens	3% multiplier	75% max of base salary average of last 5 yos	8.60%	8.70%
Palm Beach Shores				
Palm Beach School Police			3%	
Palm Springs				
PBSO			3%	
Port St Lucie				
Riviera Beach			8%	3%
Sewall's Point				
SLCSO				
South Palm Beach				
Stuart		<i>Salary</i>	3%	19.82%
Tequesta			6%	
West Palm Beach	3% per yos	Average best of 3 yrs salary and OT	11%	

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Agency	Insurance Benefits Providers & Coverage					
	Provider	Coverage (see chart below)	Health Dental Vision	HMO Rates	PPO Rates	POS/Other Rates
Atlantis		<i>EF</i>	<i>HDV</i>		<i>E 100% / EF 13%</i>	
Boca Raton						
Boynton Beach	Cigna	E/EF	HDV		E 100% / EF 50%	
Delray Beach	United HealthCare	E/E1/EF	HDV		\$286.16	
Greenacres						
Gulfstream						
Highland Beach	Humana	E/E1/E2/EF	HDV		\$301	
Juno Beach	Florida Blue	E/E1/E2/EF	HDV	\$659.32	\$660.45	\$947.68
Jupiter	<i>Cigna</i>	<i>E/E1/E2/EF</i>		<i>\$774.78</i>		<i>\$379.30</i>
Jupiter Island	Blue Cross/Blue Shield	E/E1/E2/EF	HDV		\$248.30	
Lake Clarke Shores	Florida Blue	E/E1/E2/EF	HDV	\$1,140.00	\$1,219	\$552
Lantana	Aetna & Supp - American Public Life	E/E1/E2/EF	HDV	\$235.43	\$276.97	
Manalapan			HDV			
MCSO	Blue Cross/Blue Shield	E/EF	HDV		\$425.61	
MC Tax Collector			HL			
North Palm Beach	<i>Florida Blue</i>	<i>E/E1/EF</i>	<i>HDV</i>	<i>\$204.10</i>	<i>\$231</i>	<i>\$1,356.64</i>
Ocean Ridge	<i>Florida Blue</i>	<i>E/E1/E2/EF</i>	<i>HDV</i>	<i>\$1,300</i>		
Palm Beach	<i>Florida Blue</i>	<i>E/E1/E2/EF</i>	<i>HDV</i>	<i>\$364.46</i>	<i>\$816.68</i>	<i>\$447.55</i>
Palm Beach Gardens	Blue Cross/Blue Shield	E/EF		\$116	\$220	
Palm Beach Shores						
School Police	United HealthCare	E/E1/E2/EF	H	\$1,080	\$1,080	
Palm Springs	Humana	E/EF	HDV			
PBSO	Cigna	E/E1/E2/EF	HDV	\$175.98	\$260.64	\$200.32
Port St Lucie						
Riviera Beach	Aetna	E/E1/EF	HDV	\$348.09		
Sewall's Point						
SLCSO						
South Palm Beach						
Stuart		<i>E/E1/E2/EF</i>	<i>HDV</i>	<i>\$340</i>	<i>\$512.90</i>	
Tequesta	Florida Blue	E/E1/E2/EF	HDV		\$374	
West Palm Beach	Cigna	E/E1/E2/EF	HDV	\$ 1,595.80	\$ 1,695.00	

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<i>Italics</i>	<i>Info outdated</i>

Coverage Codes	
E	Employee Only
E1	Employee + 1
E2	Employee +2
EF	Family
EC	Children

Definitions

AFC = Average Final Compensation

AMC = Average Monthly Compensation

DB = Defined Benefit: plan in which an employer/sponsor promises a specified monthly benefit on retirement that is predetermined by a formula based on the employee's earnings history, tenure of service and age, rather than depending directly on individual investment returns.

DC = Defined Contribution: plan in which the amount of the employer's annual contribution is specified.[1] Individual accounts are set up for participants and benefits are based on the amounts credited to these accounts (through employer contributions and, if applicable, employee contributions) plus any investment earnings on the money in the account.

ECI = Employment Cost Index: The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries.

FRS = Florida Retirement System: The FRS Investment Plan is a defined contribution retirement plan qualified under Section 401(a) of the Internal Revenue Code. This means that employee and employer contributions are made to each member's account under the Plan. These contributions are set by state law based on retirement membership class, as described in this Plan document.

FY = Fiscal Year

YOA = Years of Age

YOS = Years of Service