

FOP WAGE ANALYSIS



SWORN OFFICER

YEAR

NUMBER of
OFFICERS

% of JSO OFFICERS

***Actual Attrition (Non-Retirement)**

2020	64	3.68%
2021	68	3.91%
2022	71	4.09%
2023	61	3.51%
<i>Total</i>	<i>264</i>	<i>15.20%</i>

***Estimated Attrition (Non-Retirement) during this Contract Period**

Contract Year 1	2024/25	66	3.80%
Contract Year 2	2025/26	66	3.80%
Contract Year 3	2026/27	66	3.80%
<i>Total</i>		<i>198</i>	<i>11.40%</i>

***The above 4-year average (2020-2023) is 3.8% or approximately 66 Officers per Year.**

****Total Number of Current Officers used for Calculations = 1737 (Per JSO H.R.- Sept. 2023)***

RETIREMENTS (DROP) DURING THIS 3 YEAR CONTRACT

<i>Contract Year</i>	<i>Number of Officers</i>	<i>* % of Officers</i>
2025	63	3.63%
2026	97	5.58%
2027	83	4.78%

Total Retirements

243

13.99%

**Total Number of Current Officers used for Calculations = 1737 (Per JSO
H.R. - Sept. 2023)*

3 YEAR TOTAL OFFICER ATTRITION

<i>Estimated Non-Retirement</i>		
Contract Year 1 2024/25	66	3.80%
Contract Year 2 2025/26	66	3.80%
Contract Year 3 2026/27	66	3.80%
<i>Retirements</i>		
2025	63	3.63%
2026	97	5.58%
2027	83	5%
3 years Total Attrition (4%/Year Average)	198	11.40%
3 years Total Retirements	243	13.99%
3 years Officer Loss Totals	441	25.39%

**Total number of officers used for calculations = 1737 (as of Sept. 2023)*

Cost of training 198 new officers
estimated at \$150,000 per officer
(\$9.9 Million per Year)

\$29,700,000.00

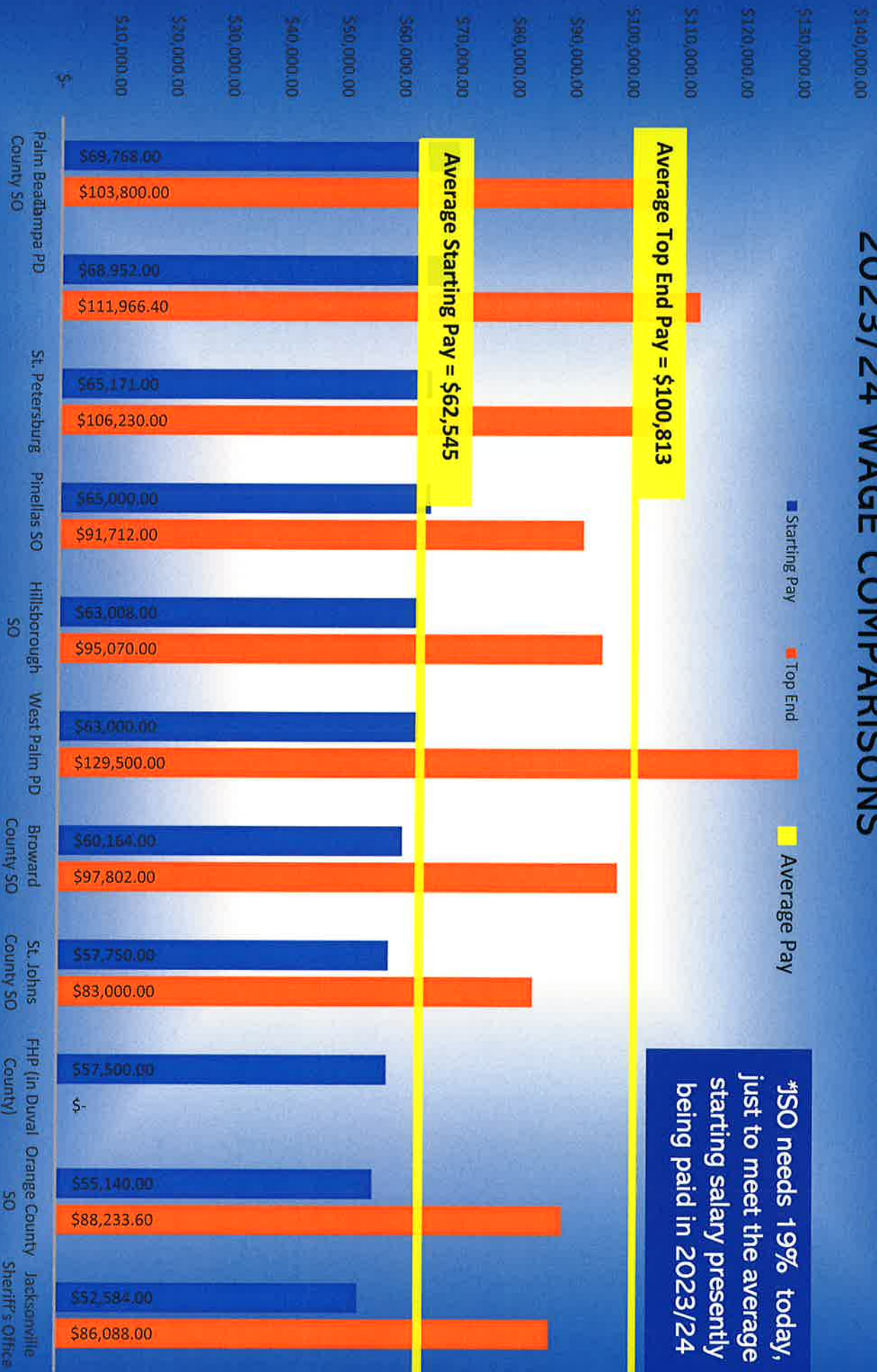
Com·pet·i·tive

Adjective

“as good as or better than others of a comparable nature.”

Agency	Starting Pay	Top End	Retirement Contribution
Palm Beach County SO	\$69,768.00	\$103,800.00	3%
Tampa PD	\$68,952.00	\$111,966.40	6.79% (Avg.)
St. Petersburg	\$65,171.00	\$106,230.00	3%
Pinellas SO	\$65,000.00	\$91,712.00	3%
Hillsborough SO	\$63,008.00	\$95,070.00	3%
West Palm PD	\$63,000.00	\$129,500.00	4%
Broward County SO	\$60,164.00	\$97,802.00	3%
St. Johns County SO	\$57,750.00	\$83,000.00	3%
FHP (in Duval County)	\$57,500.00	\$-	3%
Orange County SO	\$55,140.00	\$88,233.60	3%
Average of comparable Agencies 2023/24	\$62,545.30	\$100,812.67	3%
Jacksonville Sheriff's Office	\$52,584.00	\$86,088.00	10%
Current Amount Below Average	\$ (9,961.30)	\$ (14,724.67)	+7%
* % Increase Required to Meet Average	19%	17%	
This represents the percentage needed to <i>ONLY match the present 2023/24 average salary currently being paid</i> at comparable agencies. See the 3 Year Comparison Chart for the projected shortage of the actual pay for each of the 3 years of this contract.			

2023/24 WAGE COMPARISONS



*SO needs 19% today, just to meet the average starting salary presently being paid in 2023/24

Police Starting Wage Comparison of the estimated Wages of similar agencies for the JSO

3 years contract period of October 2024- September 2027

Jacksonville Sheriff's Office (Current 2023/24)				\$ 52,584.00	*JSO Wage increase percent required to equal the Average starting pay
Current Starting Average of Comparable Agencies in 2023/24 (see Comparison table slide)				\$ 62,545.30	
JSO Contract Year	Avg. Raise %	Raise increase Amount	Contract Year Starting Average		
#1 2024/25 Comparable Agency Average with raise of:	4%	\$2,501.81	\$65,047.11	24%	
#2 2025/26 Comparable Agency Average with raise of:	4%	\$2,601.88	\$67,649.00	4%	
#3 2026/27 Comparable Agency Average with raise of:	4%	\$2,705.96	\$70,354.96	4%	
* Estimated Shortfall at the end of the 3 Year contract (2026/2027)				(\$17,770.96)	\$0
Percentage below comparable agencies projected 3rd contract year 2026/27 with no raises.				34%	0%

* Note - This chart estimates the JSO salary deficit for the 3 year contract being negotiated. It is based on the current JSO salary as compared to the listed agencies current (2023/24) average salaries and projects the estimated average in the 2026/27 contract year based on an average of 4% annual raises at the compared agencies.

Proposed JSO Wage Increase Comparison to Agency Averages for the 3 Year Contract Period of October 2024 - September 2027

Jacksonville Sheriff's Office (Current 2023/24)				\$ 52,584.00					
Current Starting Average of Comparable Agencies in 2023/24 (see Comparison table slide)				\$62,545.30					
Comparable Agency Averages for each JSO Contract Year	Est. Avg. Raise %	Raise Amount	Contract Year Starting Avg.						
#1 2024/25 Comparable Agency Avg with raise of:	4%	\$ 2,501.81	\$ 65,047.11						
#2 2025/26 Comparable Agency Avg with raise of:	4%	\$ 2,601.88	\$ 67,649.00						
#3 2026/27 Comparable Agency Avg with raise of:	4%	\$ 2,705.96	\$ 70,354.96						
	ISO Wage increase percent required to EQUAL the Average starting pay	ISO Proposed Wage Increase %	ISO Starting Salary with Proposed Wage Increase	\$ Amount ISO Below Average With Proposed Increase	% ISO Below Average Per Contract Year with Proposed Wage Increases				
	24%	17%	\$ 61,523.28	\$ (3,523.83)	-5%				
	4%	5%	\$ 64,599.44	\$ (3,049.55)	-5%				
	4%	5%	\$ 67,829.42	\$ (2,525.54)	-4%				

*Note - This slide compares JSO current and proposed wages to the Comparable Agency Average for each of the 3 contract years. It assumes a 4% average yearly raise for comparable agencies.



CORRECTIONS OFFICER

Year				Number of Officers		% of Officers	
				Attrition			
2020		55		8.56%			
2021		62		9.60%			
2022		62		9.60%			
2023		49		7.63%			
Total		228		35.39%			
				Retirements			
2025		24		3.73%			
2026		21		3.20%			
2027		11		2%			
Total		56		8.64%			
3 Yr Average Attrition		171		26.26%			
3 Yr Total Retirements		56		8.64%			
Combined Loss Totals		284		35.0%			

The current Corrections Academy class was able to fill only 11 out of 40 spots

Agency	Starting Pay	Top End	Retirement Contribution
Palm Beach Sheriff's Office	\$69,768.00	\$103,800.00	3%
Pinellas Sheriff's Office	\$65,000.00	\$91,712.00	3%
Hillsborough Sheriff's Office	\$63,008.00	\$95,070.00	3%
Collier Sheriff's Office	\$61,222.00	\$95,365.00	3%
Broward County Sheriff's Office	\$60,164.00	\$97,802.00	3%
St. Johns County Sheriff's Office	\$57,750.00	\$83,000.00	3%
<i>Average of comparable Agencies 2023/24</i>			
	\$62,818.67	\$94,458.17	3%
Jacksonville Sheriff's Office	\$45,960.00	\$73,776.00	10%
<i>Current Amount Below Average</i>			
	\$ 6,858.67	\$ 20,682.17	7%
<i>* % Required to Meet Average</i>			
	37%	28%	

* This represents the percentage needed to *ONLY* match the present 2023/24 average salary *currently* being paid at comparable agencies. See the 3 Year Comparison Chart for the projected shortage of the actual pay for each of the 3 Years of this contract*

2023/24 Current Wage Comparisons

■ Average Pay
 ■ Starting Pay
 ■ Top End

Average Top End Pay = \$94,458.17

Average Starting Pay = \$62,818.67

**JSO needs 37% just to meet the average starting salary presently being paid in 2023/24*



Corrections Starting Wage Comparison

of the estimated wages of similar agencies for the JSO 3-year contract period

October 2024-September 2027

Jacksonville Sheriff's Office (Current 2023/24)			\$45,960.00	JSO Wage increase percent required to equal the Average starting pay
Current Starting Average of Comparable Agencies in 2023/24 (see Comparison table slide)			\$62,818.00	
JSO Contract Year	Ave. Raise %	Raise increase Amount	Contract Year Starting Average	
#1 2024/25 Comparable Agency Average with raise of:	4%	\$ 2,512.72	\$ 65,330.72	42%
#2 2025/26 Comparable Agency Average with raise of:	4%	\$ 2,613.23	\$ 67,943.95	4%
#3 2026/27 Comparable Agency Average with raise of:	4%	\$ 2,717.76	\$ 70,661.71	4%
<i>* Estimated Shortfall at the end of the 3 Yr Contract (2026/2027)</i>			<i>\$(24,701.71)</i>	\$0
<i>Percentage below comparable Agencies projected 3rd Contract Year 2026/27 with no raises.</i>			<i>54%</i>	0%

*Note - This chart estimates the JSO salary deficit for the 3-year contract being negotiated. It is based on the current JSO salary as compared to the listed Agencies current (2023/24) average salaries and projects the estimated average in the 2026/27 contract year based on an average of 4% annual raises at the compared Agencies.

CORRECTIONS OFFICER WAGE COMPARISON

Average Corrections Salary with
Projected Wage Increases

\$62,818.00	+	4%
\$65,330.72	+	4%
\$67,943.95	+	4%
\$70,661.71		

JSO Corrections with
Projected Wage Increases

\$45,960	+	20%
\$55,152	+	10%
\$60,667	+	10%
\$66,733		

SALARY COMPARISON SOURCES:

Collier County Sheriff's Office

[MY CCSO](#)

<https://www.colliersheriff.org/Home/Components/JobPosts/Job/14/1932>

Palm Beach Sheriff's Office

<https://www.pbso.org/inside-pbso/administration/human-resources>

Hillsborough County Sheriff's
Office

<https://teamhcsa.com/getmedia/3bf4a903-b517-4493-a5a3-d3fbf8354b08/Pay-Plan.pdf>

Pinellas County Sheriff's Office

[Deputy Sheriff LE 11 2023.pdf \(pcsoweb.com\)](#)

Broward County Sheriff's Office

<https://www.governmentjobs.com/careers/browardsheriff>

St. John's County Sheriff's
Office

[Job Openings - St Johns County Sheriff's Office \(applicantstack.com\)](#)

JUDICIAL OFFICERS

JUDICIAL OFFICER WAGE COMPARISONS

COUNTY	BASE SALARY	STEP PLAN	HIGH RISK RETIREMENT	SAME PAY AS PATROL
Broward County	\$60,164.35	YES	YES	YES
Pinellas County	\$65,000	YES	YES	YES
Palm Beach County	\$69,768	YES	YES	YES
Flagler County	\$52,865	YES	YES	YES
Orange County	\$51,875	YES	YES	NO
Nassau County	\$53,805	YES	YES	YES
St. Johns County	\$55,000	NO	YES	YES
Clay County	\$50,182	NO	YES	YES
Duval County	\$42,972.80	NO	NO	NO

AVERAGE WAGE OF JUDICIAL OFFICER

- The average salary of the 8 other counties listed is \$57,332.00.
- Duval County is among the largest of listed counties.
- Duval County Judicial Officers are paid **33.41%** less than the average.

ORANGE COUNTY COURTHOUSE

- 965,000 square feet.
- Averages 5,000 visitors a day
- 35 Circuit Court Judges
- 18 County Judges
- 3 Hearing Officers
- 5 Magistrates
- 15 Senior Judges



ORANGE COUNTY – COURT SECURITY DEPUTY

- \$5,000 Signing Allowance
- \$51,875.20 Starting
- \$53,435.20 w/ 4 years LEO experience
- Step Plan
- Rank and Career Advancement
- Special Risk FRS
- 153 Full-Time Positions
- 26 Part-Time Positions

< > @ in x f v

APPLY

Deputy Sheriff - Court Security Deputy (CSD)

Location ①	Orlando, FL	Job Type	Full Time
Job Number	19-00075	Department	Court Security
Opening Date	07/06/2021	Hiring Salary	

• Candidates with less than 2 years of full-time law enforcement experience will earn a \$51,875/yr salary and receive a \$4,000 bonus paid in two installments; the first \$2,000 at the completion of Deputy Orientation and the second at the completion of Field Training. • Candidates with more than 2, but less than 4 years of full-time law enforcement experience will earn a \$51,875/yr salary and will receive a \$5,000 bonus, paid in two installments; the first \$2,500 at the completion of Deputy Orientation and the second at the completion of Field Training. • Candidates with 4 or more years of full-time law enforcement experience will earn a \$53,435/yr salary and will receive a \$5,000 bonus paid in two installments; the first \$2,500 at the completion of Deputy Orientation, and the second at the completion of field training.

DESCRIPTION	BENEFITS	QUESTIONS
-------------	----------	-----------

JOB SUMMARY

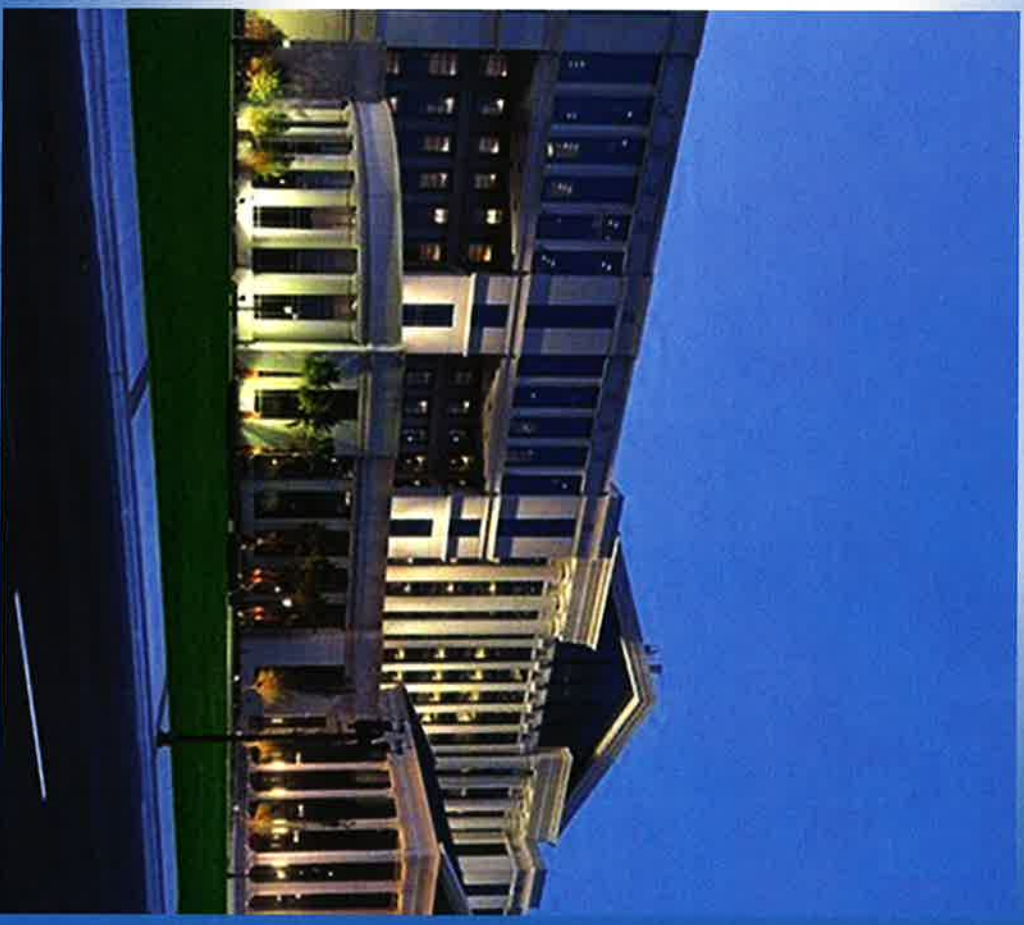
Starting Salary: \$51,875.20/yr - \$53,435.20 with 4+ years of full-time law enforcement officer experience.

MINIMUM REQUIREMENTS & ESSENTIAL FUNCTIONS

\$4,000 or \$5,000 Signing Allowance (see Salary Info for details)

DUVAL COUNTY COURTHOUSE

- 800,000 Square Foot Building
- Averages 4,000 visitors a day
- 29 Circuit Court Judges
- 17 County Court Judges
- 8 Hearing Officers
- 6 Magistrates
- 16 Senior Judges



JSO JUDICIAL OFFICER WAGE/BENEFITS

- \$42,972.80 Annual salary
- NO Step Plan
- NO Rank, NO Career Advancement
- General City Pension for current (*NOT Special Risk*)
- 401(a) for New Hires

JUDICIAL OFFICER POSITIONS

- 61 full time Judicial Officer positions budgeted
- 21 Judicial Officer vacancies
- Judicial Officer staffing is currently 34.4% vacant
- 110 Part-time Temporary Sworn Positions

STARTING PAY ON NON-LAW ENFORCEMENT JOBS WITH MINIMUM REQUIREMENTS

- BUC-EE'S - Food Associate \$21.00
- WALMART - Cart Attendant \$23.00
- LANDSTAR - Ops Solutions Coordinator \$25.00
- ST. JOHNS COUNTY SHERIFF'S OFFICE - Crossing Guard \$22.35
- JACKSONVILLE SHERIFF'S OFFICE - Judicial Officers **\$20.66**

COMPARISON SOURCES

<https://www.ncsc.org/sitecore/content/microsites/future-trends-2012/home/better-courts/1-1-courthouse-security-incidents.aspx>

https://en.wikipedia.org/wiki/List_of_Florida_locations_by_per_capita_income

<http://www.flhealthcharts.com/charts/OtherIndicators/NonVitalIndRateOnlyDataViewer.aspx?cid=0293>

<https://www.census.gov/quickfacts/fact/table/orangecountyflorida,duvalcountyflorida,FL/INC110218>

<https://www.miamidade.gov/global/police/careers-police-officer.page>

<https://aspe.hhs.gov/>

<https://www.usatoday.com/>

"Policemen" means all permanently classified or full-time law enforcement personnel with power to arrest, employed by the consolidated City of Jacksonville up to and including the rank of sergeant. (*COJ Ordinance; Section 19.102(d)*)

PROPOSED WAGES FOR JUDICIAL OFFICERS

- 2024- 17% = \$50,277.00
- 2025- 5% = \$52,792.00
- 2026- 5% = \$55,431.00
- Average salary among 8 other counties in comparison = \$57,332.00