

**PALM BEACH COUNTY  
POLICE BENEVOLENT ASSOCIATION  
2011 SALARY AND PENSION SURVEY**

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## 2011 POLICE OFFICER STARTING SALARY COMPARISON

POLICE AGENCY	# OF SWORN OFFICERS	STARING SALARY
PALM BEACH	71	\$54,299
BOCA RATON	198	\$52,446
BOYNTON BEACH	164	\$48,241
*WEST PALM BEACH	310	\$47,590
P.B.S.O.	1551(LE)	\$47,220
*DELRAY BEACH	150	\$46,390
*PALM BEACH GARDENS	117	\$46,150
*MANALAPAN	10	\$45,848
GULF STREAM	11	\$45,500
STUART	42	\$
*LAKE CLARKE SHORES	10	\$44,888
JUNO BEACH	16	\$45,893
*PALM SPRINGS	40	\$44,181
JUPITER	110	\$44,169
*HIGHLAND BEACH	16	\$44,000
OCEAN RIDGE	14	\$45,670
JUPITER ISLAND	15	\$40,355
GREENACRES	49	\$43,385
*LANTANA	30	\$43,241
PORT ST. LUCIE POLICE	206	\$42,599
*ATLANTIS	13	\$42,436
TEQUESTA	20	\$42,180
*M.C.S.O.	398	\$42,120
NORTH PALM BEACH	30	\$42,368
*PBC SCHOOL POLICE	160	\$41,017
PALM BEACH SHORES	11	\$40,500
SOUTH PALM BEACH	8	\$40,500
SEWALL'S POINT	9	\$39,125
*FAU	42	\$39,000
*RIVIERA BEACH	121	\$38,469
ST. LUCIE COUNTY S.O.	250	\$36,500

## 2011 WAGE SUMMARY

<b>POLICE AGENCY</b>	<b>OFFICER</b>	<b>SERGEANT</b>	<b>LIEUTENANT</b>	<b>CAPTAIN</b>	<b>DISPATCH</b>
*ATLANTIS	\$42,436	\$60,923	N/A	N/A	\$35,318
	\$49,125	\$67,187	N/A	N/A	\$37,066
BOCA RATON	\$52,446	\$82,517	\$97,885	\$87,070	\$38,971
	\$80,114	\$95,033	\$107,548	\$130,197	\$60,620
BOYNTON BEACH	\$48,241	\$70,224	\$101,295	N/A	\$35,540
	\$71,931	\$91,450	\$118,178	N/A	\$53,300
*DELRAY BEACH	\$46,390	\$60,119	\$66,622	\$72,592	\$34,465
	\$70,925	\$92,220	\$99,944	\$108,908	\$52,124
*FAU	\$34,500	\$40,000	\$52,000	N/A	\$28,000
	\$54,000	\$72,000	N/A	N/A	\$30,000
GREENACRES	\$43,385	\$61,047	\$71,622	\$75,555	\$33,051
	\$67,304	\$81,809	\$107,499	\$113,333	\$51,272
GULF STREAM	\$45,500	\$72,000	\$82,000	N/A	N/A
	\$69,300	\$80,000	\$86,000	N/A	N/A
*HIGHLAND BEACH	\$44,000	\$55,000	\$57,000	N/A	N/A
	\$64,000	\$70,500	\$96,000	N/A	N/A
JUNO BEACH	\$45,893	\$55,288	55,000	5,7000	\$37,700
	\$67,656	\$81,808	85,000	95000	\$56,490
JUPITER	\$44,169	\$54,972	\$58,911	\$69,335	\$38,751
	\$71,727	\$88,501	\$94,360	\$104,003	\$56,221
JUPITER ISLAND	\$40,355	\$57,333	N/A	N/A	\$30,545
	\$78,150	\$86,542	N/A	N/A	\$51,610
*LAKE CLARKE SHORES	\$44,888	\$51,392	\$58,839	N/A	N/A
	\$69,576	\$79,657	\$91,200	N/A	N/A
*LANTANA	\$43,241	\$55,973	N/A	\$60,289	\$30,436
	\$63,884	\$82,719	N/A	\$93,363	\$43,285
*MANALAPAN	\$45,848	\$58,958	\$84,425	N/A	N/A
	\$58,982	N/A	N/A	N/A	N/A
*M.C.S.O.	\$42,120	\$62,462	\$94,058	\$105,098	\$31,217
	\$75,176	\$85,488	\$94,058	\$105,098	\$56,551
NORTH PALM BEACH	\$42,368	\$58,577	N/A	N/A	\$33,189
	\$64,611	\$79,912	N/A	N/A	\$50,608
OCEAN RIDGE	\$45,670	\$50,351	\$52,853	N/A	\$33,114
(based on 2184 hrs/yr)	\$64,262	\$71,657	\$74,369	N/A	\$51,368
PALM BEACH	\$54,299	\$74,492	N/A	\$77,758	\$38,192
	\$80,376	\$94,256	N/A	\$119,162	\$58,528
P.B.S.O.	\$47,220	\$73,440	\$95,676	\$119,256	\$40,812
	\$87,600	\$95,676	\$109,200	\$142,248	\$66,300

<b>POLICE AGENCY</b>	<b>OFFICER</b>	<b>SERGEANT</b>	<b>LIEUTENANT</b>	<b>CAPTAIN</b>	<b>DISPATCH</b>
*PALM BEACH GARDENS	\$46150	\$64197	109633	\$113176	\$42185
	\$83445	\$101513	\$113657	\$118171	\$66341
*PBC SCHOOL POLICE	\$41,017	\$41,017	\$63,360	\$74,976	\$34,432
	\$62,059	\$62,059	\$91,533	\$108,315	N/A
PALM BEACH SHORES	\$40,500	\$60,554	\$68,080	N/A	\$40,702
	\$55,451	N/A	N/A	N/A	\$45,851
*PALM SPRINGS	\$44,181	\$44,354	\$53,860	\$56,560	\$32,265
	\$68,025	\$75,966	\$82,911	\$87,067	\$49,661
PORT ST. LUCIE POLICE	\$42,599	\$65,810	\$82,791	\$110,823	N/A
	\$66,000	\$77,810	\$99,591	N/A	N/A
*RIVIERA BEACH	\$38,469	\$51,164	\$62,803	N/A	\$32,414
	\$54,265	\$71,874	\$84,402	N/A	\$50,242
SEWALL'S POINT	\$39,125	\$45,190	\$70,000	N/A	N/A
	\$57,806	\$63,586	\$85,000	N/A	N/A
SOUTH PALM BEACH	\$40,500	N/A	N/A	N/A	N/A
	\$61,400	N/A	\$63000	\$67473	N/A
ST. LUCIE COUNTY S.O.	\$36,500	\$62,860	\$73,655	\$84,326	N/A
	\$60,950	\$67,718	\$80,310	\$95,882	N/A
*STUART	\$44,990	\$64,126	\$59,530	N/A	\$32,386
	\$54,995	\$82,493	\$78,146	N/A	\$46,925
TEQUESTA	\$42,180	\$55,973	\$58,737	\$61,504	\$37,955
	\$64,932	\$80,118	\$93,979	\$98,408	\$60,728
*WEST PALM BEACH	\$47,590	\$73,808	\$85,446	N/A	N/A
	\$73,808	\$85,446	\$98,923	N/A	N/A

## 2011 BENEFIT SUMMARY

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
<b>*ATLANTIS</b>	Det.-2.5%	3 days in state, 5 days out-of-state	N/A	Uniforms & Dry cleaning	2hr minimum
<b>BOCA RATON</b>	Det.-\$1,000, FTO/PSO-5% first 3yrs, 7.5% each year after 3yrs.	3 days in state, 5 days out-of-state	N/A	Uniforms, cleaning & maintenance \$1300 yr., Add'l \$1000 for Invest. Bureau	3hr minimum OT @Time & ½
<b>BOYNTON BEACH</b>	FTO-5%	3 consecutive shifts in state, 5 consecutive shifts out of state	NO	\$1,600 per yr	3hr minimum
<b>*DELRAY BEACH</b>	FTO-1hr OT per day	3 days in state, 5 days out-of-state	YES	Det.-\$400 Semi-annual, Motor-boots as needed & 3 pants yr.	3hr minimum @Time & ½
<b>*FAU</b>	Motor-5%, FTO-\$15 day, Det.-5%	2 days	NO	Uniforms, cleaning & maint.-\$775 yr.	2½hr minimum
<b>GULF STREAM</b>	N/A	3 days	NO	Uniforms, cleaning, all equipment provided	3 hrs minimum

<b>POLICE AGENCY</b>	<b>Assignment Pay</b>	<b>Bereavement Leave</b>	<b>Career Path</b>	<b>Clothing Allowance</b>	<b>Court Time</b>
<b>*HIGHLAND BEACH</b>	Det.-5% Other – 5%	3 days in within 30 miles	NO	\$910 year Cleaning	3hr min.
<b>JUNO BEACH</b>	Det.-5% FTO-10% O/C-5%	24	N/A	Sworn-\$25 per pay period Inv.-\$500 fiscal yr	3hr min. in NPB 4hr min. Outside NPB
<b>JUPITER</b>	Det.-5%, Motor-3%, PSO-5%, MPO-8%, Marine-3%, CAU-3%	3 days local, 5 days over 400 miles	YES -MPO	Det-\$750 yr, Ofc. & Sgt.-\$500 yr	2hr Minimum @Time & ½
<b>JUPITER ISLAND</b>	Det. & FTO/PSO- \$1200 yr.	3 days	N/A	Ofcr.-\$150 shoes, Dispatch.- \$300 clothes	2hr min.
<b>*LAKE CLARKE SHORES</b>	N/A	3 days additional if travel is necessary	N/A	N/A	If not on duty
<b>*MANALAPAN</b>	N/A	3 days	N/A	\$75 Boot	N/A
<b>*MC SO</b>	FTO/PSO- 5%	3 days in state, 5 days out of state	NO	Det.-\$100 mo.	3hr Minimum
<b>NORTH PALM BEACH</b>	Det. & FTO - \$2500 yr.	3 days of scheduled work days off	N/A	\$85 month cleaning/ repairs & \$75 yr shoe allowance	3hr Minimum @Time & ½

<b>POLICE AGENCY</b>	<b>Assignment Pay</b>	<b>Bereavement Leave</b>	<b>Career Path</b>	<b>Clothing Allowance</b>	<b>Court Time</b>
<b>OCEAN RIDGE</b>	N/A	Immediate family- 3 days local, 5 days out-of-state after 12 months of service	N/A	Police Chief - \$600 yr for clothing allowance	3hr Minimum @ Time & 1/2
<b>PALM BEACH</b>	Motor-\$2200 per yr., Ofc.-\$5000 per yr., Sgt.-\$3000 per yr., CTO-\$2400 per yr	3 days local, 5 days out-of-state; may use sick time for in-laws	YES	Plain Clothed Officers, Capt. & Above- \$1000 per year; all Sworn given uniforms & cleaning, Civilians given uniforms only	3hr Minimum if outside of regular duty. If overlapping then just actual over time worked
<b>*PBC SCHOOL POLICE</b>	Det.-\$4,000, Tactical-\$2800, K-9-\$2800, FTO -\$1200, Sgt.-\$4,000	N/A	4% per Step	\$360 yr.	3hr Minimum @ Time & 1/2

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
<b>*PALM BEACH GARDENS</b>	FTO/CTO-8 hrs comp. for every 40 hrs of training Motors-\$50 wk. K-9-\$60 mo. Officer or Sup. assigned to Det. Or Traffic on-call-\$15 day Plain clothes-\$750 yr. Officer assigned as Sgt. – 5%* Disp. assigned as Comm. Supervisor – 5%* *Based on 1 full shift or more	3 days local, additional 2 days over 250 miles	N/A	Bargaining Members-\$100 mo. maint., \$125 shoes Comm.-\$75 mo.	3hr Minimum @ Time & 1/2
<b>PALM BEACH SHORES</b>	N/A	3 days, additional 2 days over 250 miles	N/A	100%	Time & 1/2
<b>*PALM SPRINGS</b>	N/A	3 days w/up to 5 add'l from PLT bank	NO	\$500 Uniform & cleaning, \$125 Shoes	2hr Minimum @Time & 1/2 or Comp @Double time

<b>POLICE AGENCY</b>	<b>Assignment Pay</b>	<b>Bereavement Leave</b>	<b>Career Path</b>	<b>Clothing Allowance</b>	<b>Court Time</b>
<b>PORT ST. LUCIE POLICE</b>	Det.-\$1.00 hr., K-9-1½ add'l hrs for scheduled days off to care for dog, FTO-1½ add'l hrs or 2 hrs if on midnight shift, Acting Sgt-1½ hrs at end of shift when working min. of 4hrs per shift	5 days	YES	Inv.-\$60 mo., Sworn-\$20 per pay period for cleaning & maint., \$115 shoes	2hr minimum required to appear on day off
<b>*RIVIERA BEACH</b>	K-9-\$15 wk., FTO-5% base salary	3 days local, 5 days out of state	YES	\$500 per fiscal year	2hr Minimum @Time & ½
<b>SEWALL'S POINT</b>	FTO-\$20 per day	Must use sick time	NO	NO	3hr Minimum
<b>SOUTH PALM BEACH</b>	N/A	3 days local, 4 days out-of-state	NO	Town provides dry cleaning; \$75 shoes	Off duty @Time & ½
<b>ST. LUCIE COUNTY SO</b>	FTO/PSO-\$5.00 per hr, Other-\$187.50 per pay period	3 days local, 5 out-of-state	NO	Det.-\$37.50 per pay period	3hr Minimum
<b>*STUART</b>	Det.-2 steps, FTO/PSO-1 hr per day in training K9-\$170 Bi-weekly Midnight Shift Officers \$50 per pay period	5 days	YES	Det.-\$500 yr., \$95.00 reimbursement for misc.	3hr Minimum

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
<b>TEQUESTA</b>	FTO/PSO & Det.-5% differential	3 days	N/A	Detectives - \$575; \$425 for bargaining unit; \$100 shoes	3hr Minimum for 1 <sup>st</sup> 3 hours anything after 3 is actual time paid
<b>*WEST PALM BEACH</b>	Motors-\$75.00 (hazard duty), FTO/PSO-5%, Aviation-\$75.00 (hazard duty)	3 days local within 400 miles, additional 2 days over 400 miles	PFC-2.5%, MPO-5%	Uniforms-\$780, Det.-\$900 yr.	3hr Minimum

**2011 BENEFIT SUMMARY**

<b>POLICE AGENCY</b>	<b>Holidays</b>	<b>Sick Leave</b>	<b>Longevity</b>	<b># of Step Plans</b>
<b>*ATLANTIS</b>	10	12 days	\$100 per yr.	N/A
<b>BOCA RATON</b>	12	96hrs	5-10yrs-\$600yr 10-15yrs-\$1,025yr 15+yrs-\$1,225yr	10-Officers 4-Sgts. 3-Lts.
<b>BOYNTON BEACH</b>	11	96hrs	5yrs-\$500 10yrs-\$1000 15yrs-\$1500 20yrs-\$2000 25yrs-\$2500	0 steps – Frozen since 2009
<b>*DELRAY BEACH</b>	11	96hrs	N/A	10 Plans
<b>*FAU</b>	9	104hrs	N/A	NO
<b>GREENACRES</b>	11	96hrs	10yrs-2% 15yrs-1.5% 20yrs-1.5%	10-Officers 7-Sgts. 10-Supervisors & Dispatch
<b>GULF STREAM</b>	12	96hrs	.5% per year up to 10%	3 step increases of \$2600 each in first 18 mo.
<b>*HIGHLAND BEACH</b>	15	12	10-12yrs-3% 13-14yrs-4% 15+yrs-5%	N/A
<b>JUNO BEACH</b>	11	N/A	N/A	N/A

<b>POLICE AGENCY</b>	<b>Holidays</b>	<b>Sick Leave</b>	<b>Longevity</b>	<b># of Step Plans</b>
<b>JUPITER</b>	11	1-5yrs-96hrs 6-10yrs-120hrs 11 yrs-128hrs 12yrs-136hrs 13yrs-144 hrs 14yrs-152hrs 15+hrs-160hrs	5+yrs-\$500 9+yrs-\$750 15+yrs-\$1000 Every year on anniversary	NO
<b>JUPITER ISLAND</b>	96hrs	8hrs	N/A	N/A
<b>*LAKE CLARKE SHORES</b>	11	12 days	N/A	N/A
<b>*LANTANA</b>	11	96hrs	\$100 per yr after 3yrs (hired prior to Oct. 1, 2005)	10
<b>*MANALAPAN</b>	11	8hrs mo.	N/A	2
<b>*MC SO</b>	12	96hrs	NO	D/S -10, Sgt.-6
<b>NORTH PALM BEACH</b>	11	96hrs	Successful Level 1 thru Exceptional Level 1-\$900, Exceptional Level 2-\$1200	4
<b>OCEAN RIDGE</b>	88hrs	80hrs	N/A	8 (currently frozen)
<b>PALM BEACH</b>	Admin. & Civilians- 11 plus 2 floating holidays; Sworn receive higher accrual	96.2hrs	½ percent for every year of service up to 10% after 5yrs of service. After 10/01/05 based on employee years of service and performance eval. after 5yrs of service	2-Officers & Sgts.

<b>POLICE AGENCY</b>	<b>Holidays</b>	<b>Sick Leave</b>	<b>Longevity</b>	<b># of Step Plans</b>
<b>*PBC SCHOOL POLICE</b>	11	0-10yrs-12 days 10+yrs-18 days	NO	28
<b>P.B.S.O.</b>	13	4hrs semi-monthly	10+yrs-2% 15+yrs-5% 20+yrs-10%	D/S-10 Sgts.-7 Lts.-4 Capt.-5
<b>*PALM BEACH GARDENS</b>	11 + 1 Floating	N/A	Hired before October 1, 1991 4yrs-2% 7yrs-4% 11yrs-6% 15yrs-8% 20yrs-10%	N/A
<b>PALM BEACH SHORES</b>	12	12	Hired after September 31, 1991 7yrs-2.5% 10yrs-2.5% 15yrs-2.5% 20yrs-2.5% 2 <sup>nd</sup> yr-\$100 3-19yrs-\$50 Max. \$1000	1
<b>*PALM SPRINGS</b>	13 + 8hrs birthday	PLT	5 <sup>th</sup> Anni.-\$500 10 <sup>th</sup> Anni.-\$750 15,20,25,30 <sup>th</sup> Anni.-\$1000	2
<b>PORT ST. LUCIE</b>	12	12 days or 96hrs	NO	Officers-10 Sgt.-6 Lt.-7
<b>*RIVIERA BEACH</b>	11	12 days	N/A	2

<b>POLICE AGENCY</b>	<b>Holidays</b>	<b>Sick Leave</b>	<b>Longevity</b>	<b># of Step Plans</b>
<b>SEWALL'S POINT</b>	13	12 days	NO	9
<b>SOUTH PALM BEACH</b>	12	12	10yrs-\$1000 15yrs-\$1000	5
<b>ST. LUCIE COUNTY SO</b>	10	96hrs	10-14yrs-1% 15-19yrs-2% 20-24yrs-3% 25-29yrs-4% 30+yrs-5%	12
<b>*STUART</b>	9	Pay time off plan	N/A	Based on position up to 20 steps
<b>TEQUESTA</b>	12	96hrs	10-20yrs-\$750 20+yrs-\$1,250	N/A
<b>*WEST PALM BEACH</b>	11	3.69hrs bi-weekly	10yrs-5% 20yrs-10%	Officer-10

**2011 BENEFIT SUMMARY**

<b>POLICE AGENCY</b>	<b>Annual/Vacation Leave</b>	<b>Take Home Car</b>	<b>Sick Pay-Out</b>
<b>*ATLANTIS</b>	0-1yr-4hrs/mo. 1-5yrs-8hrs/mo. 5-10yrs-10hrs/mo. 10-15yrs-12hrs/mo. 15+yrs-15hrs/mo.	Based on assignment	5-10yrs-50% 10-25yrs-480hrs plus ½ of remaining up to 960hrs 25yrs-100% up to 960hrs
<b>BOCA RATON</b>	0-5yrs-8hrs/mo. 5-10yrs-10hrs/mo. 10-15yrs-12hrs/mo. 15+yrs-14hrs/mo.	Within city limits or FTO no cost. Outside city limits pay \$100 per mo.	Based upon the average per yr of hours of sick leave used in the preceding 24 months of employment before the date of permanent separation of employment
<b>BOYNTON BEACH</b>	1yr-96hrs 2-3yrs-120hrs 4yrs-128hrs 5yrs-136hrs 6yrs-144hrs 7yrs-152hrs 8yrs-160hrs 9yrs-168hrs 10-15yrs-176hrs 16-20yrs-192hrs 21+yrs-200hrs	3yrs for road patrol	50%

<b>POLICE AGENCY</b>	<b>Annual/Vacation Leave</b>	<b>Take Home Car</b>	<b>Sick Pay-Out</b>
<b>*DELRAY BEACH</b>	0-3yrs-8hrs 3-7yrs-9.33hrs 7-11yrs-10.66hrs 11+yrs-12hrs	Must reside within Palm Beach or Broward County. Beyond a 15 mile radius of city limits will reimburse city \$15 per pay period for auto related expenses	Max of 1120hrs.
<b>*FAU</b>	0-5yrs-104hrs 5-10yrs-130hrs 10+yrs-156hrs	NO	25% of total
<b>GREENACRES</b>	1-5yrs-80hrs 6-10yrs-120hrs 11-20yrs-160hrs 21+yrs-200hrs	After completion of probation, must reside within city limits	0-5yrs-0% 5-10yrs-25% 10+yrs-50% Retirement-100%
<b>GULF STREAM</b>	80hrs increasing to 200hrs at 15yrs	NO	Annual bonus
<b>*HIGHLAND BEACH</b>	3yrs-10 days 3-10yrs-15 days 10+yrs-20 days	NO	2-5yrs-30% conversion 6-9yrs-40% 10+yrs-50%
<b>JUNO BEACH</b>	1-4yrs-6 hrs per payroll 5-9yrs-8 hrs per payroll 10-15yrs-9 hrs per payroll 16+yrs-10.5 hrs per payroll	N/A	N/A

<b>POLICE AGENCY</b>	<b>Annual/Vacation Leave</b>	<b>Take Home Car</b>	<b>Sick Pay-Out</b>
<b>JUPITER</b>	1-5yrs-96 hours 6-10yrs-120 hours 11yrs-128 hours 12yrs-136 hours 13yrs-144 hours 14yrs-152 hours 15+yrs-160 hours	Yes \$50 or \$75 Per Check	2-5yrs-30% conversion 6-10yrs-40% conversion 10+yrs-50% conversion
<b>JUPITER ISLAND</b>	1-5yrs-7 days 5-10yrs-10.5 days 10+yrs-16 days	Chief & Sgts. – 10 mile radius outside county	50%
<b>*LAKE CLARKE SHORES</b>	1yr-10 days 2-4yrs-12 days 5-9yrs-15 days 10-14yrs-20 days 15-19yrs-25 days 20+yrs-30 days	N/A	12 days at end of fiscal year paid for one-half of all unused sick time
<b>*LANTANA</b>	1-5yrs-10 days 6-8yrs-12 days 9-15yrs-15 days 16+yrs-20 days	Det., Capt. & Chief	Up to 500hrs
<b>*MANALAPAN</b>	0-6yrs-10 days 7-11yrs-15 days 12+yrs-20 days	Chief & Lt. only	N/A
<b>*MC SO</b>	0-5yrs-80 hrs 5+yrs-120 hrs 10+yrs-128 hrs 11+yrs-136 hrs 12+yrs-144 hrs 13+yrs-152 hrs 14+yrs-160 hrs	Within 15 miles of county line	25% upon resignation or retirement after 5 consecutive yrs. up to 480hrs

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
<b>NORTH PALM BEACH</b>	Less than 6yrs-80hrs 6-10yrs-120hrs 10+yrs-160hrs	Detectives	Less than 7yrs-50%, More than 7yrs-75%
<b>OCEAN RIDGE</b>	1-5yrs-80 hrs 5-10yrs-120 hrs 10+yrs-160 hrs	Chief Only	¼ total sick pay up to 160 hrs
<b>PALM BEACH</b>	Hired prior to and effective 10/11/06 0-4yrs-176hrs/yr, max. of 232hrs 5-9yrs-216hrs/yr, max. of 312hrs 10-14yrs-232hrs/yr, max. of 344hrs 15+yrs-256hrs/yr, max. of 392hrs  Hired prior to 10/11/06; effective 10/1/07, the max. will be reduced by 24hrs.  Hired on or after 10/11/06 0-4yrs-176hrs/yr max. 5-9yrs-216hrs/yr max. 10-14yrs-232hrs/yr max. 15+yrs-256hrs/yr, max.	Chief, Majors & Captains; Undercover-unmarked	50% of excess of 320hrs not to exceed 640hrs paid
<b>*PBC SCHOOL POLICE</b>	No vacation. 216 days per year work schedule. Six (6) personal days per year	Det., Sgt. & K-9	In accordance with FRS

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
P.B.S.O.	12 days per year before longevity	Depending on position.	5-10yrs-50% 10-25yrs-100% of first 480hrs and 50% of remaining hours 25+yrs-100% up to 1200hrs
*PALM BEACH GARDENS	0-4yrs-192hrs 5-8yrs-216hrs 9-12yrs-240hrs 13-16yrs-276hrs 17-20yrs-300hrs 20+yrs-336hrs	YES	100%
PALM BEACH SHORES	After 1 yr-10 days 1 add'l day each yr Max. of 20 days	YES	After 10 yrs employment 50% of unused accrued sick leave to max of 500hrs
*PALM SPRINGS	PLT 1-5yrs-160hrs 6-10yrs-200hrs 11-20yrs-240hrs 21+yrs-280hrs	YES Must reside within municipal city limits unless authorized by Director	PLT
PORT ST. LUCIE	1-3yrs-10 days 4-9yrs-15 days 10-19yrs-20 days 20+yrs-25 days	YES, after 3 years of service	5-9yrs-50% 10-14yrs-60% 15-19yrs-75% 20+yrs-100% up to max of 1,040

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
<b>*RIVIERA BEACH</b>	7-12mo-6 days 1-5yrs-12 days 6yrs-13 days 7yrs-14 days 8-10yrs-15 days 11yrs-16 days 12yrs-17 days 13yrs-18 days 14yrs-19 days 15+yrs-20 days	YES Must reside within city limits, excluding rank of Major or higher	Public Safety-132 days
<b>SEWALL'S POINT</b>	1-5yrs-10 days 6-10yrs-15 days 11-15yrs-20 days 16-20yrs-25 days	NO \$138 per mo. as mileage stipend	Cash in 2 days for 1 day pay quarterly, must maintain 120 minimum.
<b>SOUTH PALM BEACH</b>	0-5yrs-3.24hrs per p.p. 5-10yrs-4.84hrs per p.p. 10+yrs-6.47 per p.p.	Chief Only	Retirement or termination paid into Retirement Health Savings Plan
<b>ST. LUCIE COUNTY SO</b>	1-4yrs-10 days 5-10yrs-15 days 11-20yrs-20 days 21yrs-21 days 22yrs-22 days 23yrs-23 days 24yrs-24 days 25yrs-25 days	Within 10 miles of county lines	Minimum 6yrs w/FRS & 6yrs w/Agency-480hrs  Minimum 6yrs w/FRS & less than 6 w/Agency-not to exceed 240hrs
<b>*STUART</b>	1-5yrs-216 hrs 6-10yrs-232 hrs 11-15yrs-256 hrs 16-20yrs-272 hrs 21+yrs-336 hrs	Within 27.5 miles of City Hall	PTO plan paid up to 600 hrs

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
TEQUESTA	0-4+yrs-80hrs 5-9+yrs-120hrs 10+yrs-160hrs	Fuel charge of \$15 per pay period if out side 10 mile radius of village	1-4yrs-25% 5-9yrs-33% 10-19yrs-40% 20+yrs-50%
*WEST PALM BEACH	1-4yrs-13 days 5-9yrs-17 days 10-14yrs-20 days 15-19yrs-21 days 20+yrs-22 days	YES	10yrs-50% accumulated sick leave up to a max. of 960hrs

**2011 BENEFIT SUMMARY**

<b>POLICE AGENCY</b>	<b>Tuition Reimbursement</b>	<b>Overtime Or Extra-Duty Details</b>
<b>*ATLANTIS</b>	N/A	Officer & Sgt. - \$30
<b>BOCA RATON</b>	A-100% B-75% C-50%	Admin, Officer, Sgt., Lt.-Time & ½
<b>BOYNTON BEACH</b>	A -100% B-90% C-80%	Officer, Sgt. & Lt.-\$30
<b>*DELRAY BEACH</b>	NO	Permanent Detail - \$25 Short Notice Detail - \$30 Holiday Detail - \$37.50 OT Details @ Time & ½  **Lts. who take OT detail get topped out Sgt. pay @ Time & ½
<b>*FAU</b>	Up to 6 credits per semester paid up front by employer	N/A
<b>GREENACRES</b>	A-100% B-85% C-75%  Up to \$2000 per year at state rates. Must be paid back based on separation date; within 1yr-100% 2yrs-75% 3yrs-50%	Administrative - \$5 Officer - \$40 Sgt. & Lt. - \$45  Add'l \$5 per hour w/vehicle
<b>GULF STREAM</b>	Yes	Officer, Sgt. & Lt. - \$35
<b>*HIGHLAND BEACH</b>	100% If "C" or better	N/A
<b>JUNO BEACH</b>	A-100% B-75% C-25%	Officer - \$35 hr

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
JUPITER	A or B 100% C-75% D-0%	Admin - \$5 Officer - \$35 Sgt. & Lt. - \$40
JUPITER ISLAND	\$500 year max.	Officer & Sgt.- 40hrs
*LAKE CLARKE SHORES	N/A	Time & ½
*LANTANA	Suspended	Administrative - \$5 Officer - \$30 Sgt. - Detail rate\$30 unless supervisor need then OT rate
*MANALAPAN	\$1500 year A-100% B-75% C-50%	Officer - \$35
*MC SO	YES	D/S, Sgt. & Lt. - \$30-35hr Details
NORTH PALM BEACH	\$400 per semester	Officer, Sgt. - Time & ½
OCEAN RIDGE	N/A	Officer & Sgt. - Time & ½ Lt. – None/Salary
PALM BEACH	A-100% B-75% C-50%	Administrative - \$90 (charged to customer) Officer & Sgt. - OT rate Capts. & above cannot work SAO
*PBC SCHOOL POLICE	NO \$2,000 annual supplement for Masters Degree \$4,000 annual for PhD or JD	Officer & Sgt. - \$35
P.B.S.O.	\$5,000 max. per fiscal yr., 100%-grade C or better	Officer - \$33, \$42, \$57 Sgt. - \$38, \$49, \$64 Lt. - \$43, \$55, \$70 Regular, Client, Premium Holiday Charges

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
*PALM BEACH GARDENS	100% up to Bachelors Degree	Administrative - \$5 Officer - \$37 Sgt. - \$42 Lt. - \$47 \$5 hr. per holiday
PALM BEACH SHORES	100%	Officer, Sgt. & Lt. - Time & ½
*PALM SPRINGS	YES – Must be pre-approved and budgeted for reimbursement	Administrative - \$5 Officer, Sgt. & Lt. - \$30
PORT ST. LUCIE	NO	OT: Officer & Sgt. - Time & ½ Extra Duty: Admin. - \$2 Officer, Sgt. & Lt. - \$30 Supervisor - \$33 & \$40+admin fee on holidays.
*RIVIERA BEACH	A-100% B-75% C-50%	Officer, Sgt. & Lt. – Time & ½
SEWALL’S POINT	NO	Officer, Sgt., Lt. Other - \$40
SOUTH PALM BEACH	\$1000 per year w/approval	Officer, Lt. & Other - \$35
ST. LUCIE COUNTY SO	A-100% B-90% C-75% Less than C-0	N/A
*STUART	N/A	Officer, Sgt. & Lt. – Time & ½
TEQUESTA	Max. of \$3,000	Officer - \$35 Sgt. - \$40 Lts. - \$40
*WEST PALM BEACH	State rate up to \$1,500 per year	Officer - \$35 Sgt. - \$40 Lt. - \$45

**2011 EMPLOYEE CONTRIBUTIONS - HEALTH**

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>*ATLANTIS</b>	Employee	\$0	N/A	N/A
	Employee+1	\$52		
	Employee+2 or more	\$52		
<b>BOCA RATON</b>	Employee	\$0	\$25	\$60
	Employee+1	\$173	\$275	\$330
	Employee+2 or more	\$150	\$245	\$295
		\$200	\$320	\$390
		*OAPIN Base Plan	*OAPIN	
<b>BOYNTON BEACH</b>	Employee	N/A	N/A	N/A
	Employee+1			
	Employee+Child(ren)			
	Employee+2 or more			
<b>*DELRAY BEACH</b>	Employee	\$0	\$117	\$28
	Employee+1	\$100	\$454	\$174
	Employee+2	\$77	\$393	\$148
	Employee+3 or more	\$164	\$669	\$268
<b>*FAU</b>	Employee	N/A	\$50	N/A
	Employee+1		\$180	
	Employee+2 or more		\$180	
<b>GREENACRES</b>	Employee	0%	N/A	N/A
	Employee+1	N/A		
	Employee+2 or more	N/A		
	Family	50%		
<b>GULF STREAM</b>	Employee	N/A	\$0	N/A
	Employee+1			
	Employee+2 or more			

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>*HIGHLAND BEACH</b>	Employee Employee+1 Employee+2 or more	N/A	\$0 \$185 \$308	N/A
<b>JUNO BEACH</b>	Employee Employee+1 Employee+2 or more Family	N/A	N/A	\$0 \$173 \$379 \$138
<b>JUPITER</b>	Employee Employee+1 Employee+2 or more	\$89 \$223 \$357	N/A	\$74 \$189 \$294
<b>JUPITER ISLAND</b>	Employee Employee+1 Employee+2 or more Family	N/A	N/A	\$0 \$49 \$36 \$85
<b>*LAKE CLARKE SHORES</b>	Employee Employee+1 Employee+2 or more Family	\$591 \$1,223 \$1,110 \$1,875	\$540 \$1,117 \$1,015 \$1,714	N/A
<b>*LANTANA</b>	Employee Employee+1 Employee+2 or more	\$0 \$198 \$198	**Town pays \$800 per employee towards insurance \$74 \$370 \$370	N/A
<b>*MANALAPAN</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$0 \$267 \$221 \$531	\$0 \$133 \$106 \$292

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>*MC SO</b>	Employee Employee+1 Employee+2 or more	25%	25%	25%
<b>NORTH PALM BEACH</b>	Employee Employee+1 Employee+2 or more	\$0 \$96 \$202	N/A	\$74 \$244 \$432
<b>OCEAN RIDGE</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$0 \$551 \$442 \$1186	N/A
<b>PALM BEACH</b>	Employee Employee+1 Employee+2 or more	N/A \$37 \$74	N/A \$40 \$80	N/A \$44 \$88
<b>*PBC SCHOOL POLICE</b>	Employee Employee+1 Employee+2 or more	\$0 \$220 \$330	\$355 \$1,141 \$1,445	\$195 \$730 \$940
<b>P.B.S.O.</b>	Employee Employee+1 Employee+2 or more	\$20 \$80 \$120	\$70 \$130 \$190	\$40 \$100 \$140
<b>*PALM BEACH GARDENS</b>	Employee Employee+1 Employee+2 or more	\$0 N/A \$116	\$0 N/A \$220	\$0 \$60
<b>PALM BEACH SHORES</b>	Employee Employee+1 Employee+2 or more	N/A	\$0 \$402 \$617	N/A
<b>*PALM SPRINGS **Weekly</b>	Employee Employee+1 Employee+2 or more	\$10.00	\$15.48	N/A
<b>PORT ST. LUCIE</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$35 \$44 \$55 \$46	N/A

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>*RIVIERA BEACH</b>	Employee Employee+1 Employee+2 or more	\$765/\$269 Open Access Plus in Network	N/A	N/A
<b>SEWALL'S POINT</b>	Employee Employee+1 Employee+2 or more	N/A	\$0 \$0 \$0 *Base Plan	\$112 \$232 \$356 *PPO Enhanced Plan
<b>SOUTH PALM BEACH</b>	Employee Employee+1 Employee+2 or more	N/A	0% - \$650* 20% - \$1,928** 40% - \$5,077**  *Towards deductible per yr. **Includes ded.	N/A
<b>ST. LUCIE COUNTY SO</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$50 \$100 \$100 \$100	N/A
<b>*STUART</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$50 \$204 \$334 \$157	\$90 \$292 \$454 \$233
<b>TEQUESTA</b>	Employee Employee+1 Employee+2 or more	N/A	\$0 \$137 \$241 \$102	N/A
<b>*WEST PALM BEACH</b>	Employee Employee+1 Employee+2 or more	N/A	\$0 \$126 \$304	N/A

**2011 EMPLOYER CONTRIBUTIONS - HEALTH**

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>*ATLANTIS</b>	Employee	N/A	N/A	N/A
	Employee+1			
	Employee+2 or more			
<b>BOCA RATON</b>	Employee	\$423	\$407	\$422
	Employee+1	\$685	\$616	\$665
	Employee+2 or more	\$630	\$563	\$607
		\$1,180	\$1,113	\$1,211
		*OAPIN Base Plan	*OAPIN	*OAP
<b>BOYNTON BEACH</b>	Employee	N/A	N/A	N/A
	Employee+1			
	Employee+2 or more			
<b>*DELRAY BEACH</b>	Employee	N/A	N/A	N/A
	Employee+1			
	Employee+2 or more			
	Employee+3 or more			
	Employee	N/A	\$399	N/A
<b>*FAU</b>	Employee+1		\$836	
	Employee+2 or more		\$836	
	Employee	100%	N/A	N/A
<b>GREENACRES</b>	Employee+1	N/A		
	Employee+2 or more	N/A		
	Family	50%		
		If hired after 09/01/10, employee pays 100% for dependent coverage		
<b>GULF STREAM</b>	Employee	N/A	100% +	N/A
	Employee+1		\$3,000	
	Employee+2 or more		Annual HRA family acct.	

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>*HIGHLAND BEACH</b>	Employee	N/A	\$583	N/A
	Employee+1		\$1,022	
	Employee+2 or more		\$1,543	
<b>JUNO BEACH</b>	Employee	N/A	N/A	\$425
	Employee+1			\$598
	Employee+2 or more			\$804
	Family			\$563
<b>JUPITER</b>	Employee	\$502	N/A	\$422
	Employee+1	\$965		\$816
	Employee+2 or more	\$1427		\$1177
<b>JUPITER ISLAND</b>	Employee	N/A	N/A	\$426
	Employee+1			\$868
	Employee+2 or more			\$753
	Family			\$1194
<b>*LAKE CLARKE SHORES</b>	Employee	\$800	\$800	\$800
	Employee+1			
	Employee+2 or more			
<b>*LANTANA</b>	Employee	\$447	\$471	N/A
	Employee+1	\$1,299	\$1,353	
	Employee+2 or more	\$1,299	\$1,353	
<b>*MANALAPAN</b>	Employee	N/A	\$471	\$458
	Employee+1		\$725	\$719
	Employee+2 or more		\$679	\$691
	Family		\$989	\$881
<b>*MCSO</b>	Employee	75%	75%	75%
	Employee+1	75%	75%	75%
	Employee+2 or more	75%	75%	75%
<b>NORTH PALM BEACH</b>	Employee	\$481	N/A	\$481
	Employee+1	\$866		\$866
	Employee+2 or more	\$1,290		\$1,290

<b>POLICE AGENCY</b>	<b>Coverage</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
<b>OCEAN RIDGE</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$638 Town provides debit card with \$1200 to be used toward \$2500 deductible	N/A
<b>PALM BEACH</b>	Employee Employee+1 Employee+2 or more	100% 100%/75% 100%/75%	100% 100%/75% 100%/75%	100% 100%/75% 100%/75%
<b>*PBC SCHOOL POLICE</b>	Employee Employee+1 Employee+2 or more	\$296 \$655 \$699	\$366 \$666 \$754	\$366 \$666 \$754
<b>PBSO</b>	Employee Employee+1 Employee+2 or more	\$525 \$1,065 \$1,407	\$749 \$1,579 \$2,086	\$531 \$1101 \$1,461
<b>*PALM BEACH GARDENS</b>	Employee Employee+1 Employee+2 or more	\$518 N.A \$916	\$685 N/A \$1307	\$453 N/A \$1048
<b>PALM BEACH SHORES</b>	Employee Employee+1 Employee+2 or more	N/A	\$751 \$1,117 \$1,532	N/A
<b>PALM SPRINGS **Weekly</b>	Employee Employee+1 Employee+2 or more	\$82.23	\$82.23	N/A
<b>PORT ST. LUCIE</b>	Employee Employee+1 Employee+2 or more Family	N/A	\$499 \$914 \$1,225 \$804	N/A
<b>*RIVIERA BEACH</b>	Employee Employee+1 Employee+2 or more	\$631	N/A	N/A