

Salary Analysis Report for Tri-County Area

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Overview



- The International Union of Police Associations (I.U.P.A.) Local 6021 conducted an analysis of salary and benefits information the Palm Beach County Sheriff's Office (PBSO) and the Miami-Dade Police Department (MDPD).
- The I.U.P.A. Local 6021 analyzed and compared the information from the MDPD and PBSO with the Broward Sheriff's Office. PBSO is the sheriff's office for Palm Beach County and MDPD is the equivalent of the sheriff's office for Miami-Dade County.
- The I.U.P.A. Local 6021 analyzed the total budgets for BSO, PBSO, and MPDP.

Overview



- The I.U.P.A. Local 6021 analyzed the total budgets for Broward County, Palm Beach County, and Miami-Dade County.
- The purpose of this analysis is to see where BSO stands when being compared with comparable neighboring agencies who they compete with in terms of being competitive with salaries and benefits.
- The information contained from PBSO and MDPD was obtained either via public records request or publicly accessible databases.

Base Salary Table Analysis and Salary Tables



Base Salary Analysis (Slide 1 of 2)



- When comparing the base salary charts, it was discovered that PBSO's top out salary for DLE lieutenants is approximately 6.8% higher than BSO's top out salary for DLE lieutenants.
- MDPD's highest annual salary for a DLE lieutenant is approximately 7% higher than BSO's top out salary for a DLE lieutenant.
- PBSO does not have any overlap on the base salary tables for the ranks of DLE sergeant, DLE lieutenant, and DLE captain.
- MDPD's annual base salaries had overlaps across the ranks of sergeant, lieutenant, and captain which can cause salary compression and potentially salary inversion.



Base Salary Analysis (Slide 2 of 2)

- MDPD police sergeants contained top out annual salaries that were competitive with BSO DLE lieutenant salaries.
- PBSO's DLE sergeant salary table is competitive with BSO's DLE lieutenant salary table.
- BSO's salary table for DLE lieutenant overlaps with the DLE sergeant salary table which can cause salary compression.
- It is also important to note that BSO DLE sergeants are provided a 4 percent first responder supplemental pay as well as longevity supplemental pay in addition to their base salary. Information on longevity supplements are highlighted further in this report.
- The following two slides show side by side comparisons with between the ranks of sergeant through captain between BSO and PBSO.

BSO and PBSO Sergeant and Lieutenant Salary Tables as of August 2024



Step	BSO DLE Sergeants	PBSO DLE Sergeants	BSO DLE Lieutenants	PBSO DLE Lieutenants
1	\$73,140.30	\$111,144	\$89,339.46	\$144,792
2	\$77,425.07	\$116,160	\$93,806.89	\$151,308
3	\$81,959.83	\$121,392	\$98,496.56	\$158,124
4	\$86,761.41	\$126,864	\$103,421.84	\$165,252
5	\$91,842.92	\$132,576	\$108,592.60	
6	\$97,223.95	\$138,552	\$114,022.50	
7	\$102,923.12	\$144,792	\$119,723.31	
8	\$108,893.07		\$125,709.33	
9	\$114,336.44		\$131,995.19	
10	\$118,955.63 (20-year step)		\$138,594.90 (12-year step)	
11			\$145,524.33 (18-year step)	
12			\$154,433.07 (20-year step)	

Note: This information is accurate as of August 2024

BSO and PBSO Lieutenant and Captain Salary Tables as of August 2024



Step	BSO DLE Lieutenants	PBSO DLE Lieutenants	BSO DLE Captains	PBSO DLE Captains
1	\$89,339.46	\$144,792	\$174,972.40	\$180,468
2	\$93,806.89	\$151,308		\$188,592
3	\$98,496.56	\$158,124		\$197,088
4	\$103,421.84	\$165,252		\$205,968
5	\$108,592.60			\$215,244
6	\$114,022.50			
7	\$119,723.31			
8	\$125,709.33			
9	\$131,995.19			
10	\$138,594.90 (12-year step)			
11	\$145,524.33 (18-year step)			
12	\$154,433.07 (20-year step)			

Note: This information is accurate as of August 2024

Miami-Dade Police Department (MDPD) Lieutenant Salary



- A search of the Miami-Dade salary database was conducted for police lieutenants for MDPD. [Click here to be taken to the search website.](#)
- A total of **155** police lieutenants were actively being paid by MDPD.
- The annual salary range was from **\$114,969.63 to \$165,698.83.**
- The gross year to date earnings for police lieutenants in the database ranged from **\$23,267.69 to \$226,586.51.**
- Although the highest annual base salary was \$165,698.83, **11** police lieutenants have already surpassed that number in their gross earnings which can be attributed to incentives such as overtime.

Miami-Dade Police Department (MDPD) Lieutenant Salary (Continued)



- 28 of the 155 lieutenants as of August 11th, 2024, have a gross year to date earnings that has surpassed their annual salary from being compensated through financial incentives such as overtime.
- Numerous other lieutenants as of August 11th, 2024, had a gross year to date earnings that that is projected to surpass their annual salary from being compensated through financial incentives such as overtime.
- These numbers are accurate as of August 11th, 2024.
- See the following two slides for a chart detailing the number of lieutenants receiving a respective annual salary amount.

MDPD Lieutenant Salary (Slide 1 of 2)



Annual Salary	# of LTs	Annual Salary	# of LTs	Annual Salary	# of LTs	Annual Salary	# of LTs	Annual Salary	# of LTs
\$165,698.83	1	\$151,609.57	2	\$142,794.04	1	\$136,835.42	1	\$133,020.02	1
\$165,416.52	1	\$151,369.59	1	\$142,674.18	4	\$136,715.30	2	\$132,977.95	8
\$163,084.75	3	\$151,065.32	1	\$142,554.06	6	\$136,595.44	1	\$132,857.83	5
\$158,651.12	1	\$150,075.53	1	\$142,314.08	2	\$136,475.32	1	\$132,617.85	2
\$158,531.26	1	\$149,115.61	3	\$142,074.10	1	\$136,355.46	6	\$132,377.87	1
\$158,369.07	1	\$148,995.49	2	\$139,287.31	1	\$136,235.34	2	\$130,645.92	2
\$156,037.04	1	\$146,248.18	1	\$139,167.19	1	\$135,995.36	2	\$130,526.06	6
\$155,917.18	5	\$145,648.10	1	\$139,068.85	1	\$133,739.96	1	\$130,405.94	4
\$155,797.06	1	\$145,387.56	1	\$138,969.54	8	\$133,620.10	2	\$130,286.08	1
\$152,788.91	1	\$145,288.26	3	\$138,849.42	2	\$133,260.00	1	\$130,165.96	5
\$152,429.07	1	\$145,168.14	1	\$138,807.35	2	\$133,217.93	1	\$129,925.98	2
\$151,729.69	5	\$145,005.94	1	\$138,243.41	1	\$133,097.81	1	\$129,842.01	1

Note: This information is accurate as of August 2024



MDPD Lieutenant Salary (Slide 2 of 2)

Annual Salary	# of LTs	Annual Salary	# of LTs
\$129,602.03	1	\$124,698.25	1
\$128,230.18	2	\$119,834.14	1
\$127,990.20	1	\$119,354.18	1
\$127,870.08	1	\$115,089.75	1
\$127,750.22	1	\$114,969.63	1
\$127,630.10	2		
\$127,390.12	3		
\$125,898.15	1		
\$125,418.19	2		
\$125,298.33	1		
\$125,058.35	3		
\$124,938.23	3		

Note: This information is accurate as of August 2024

Miami-Dade Police Department (MDPD) Sergeant Salary



- A search of the Miami-Dade salary database was conducted for police sergeants for MDPD. [Click here to be taken to the search website.](#)
- A total of 494 police sergeants were actively being paid by MDPD.
- The annual salary range was from \$98,471.73 to \$161,120.70.
- The gross year to date earnings for active police sergeants ranged from \$20,350.15 to \$204,370.34.
- These numbers are accurate as of August 11th, 2024.
- See the following three slides for a chart detailing the number of sergeants receiving a respective annual salary amount.

MDPD Sergeant Salary (Slide 1 of 3)



Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs
\$161,120.70	2	\$141,089.65	3	\$134,870.05	1	\$134,367.69	1	\$129,537.50	3
\$161,000.58	2	\$140,969.53	6	\$134,847.65	7	\$133,537.53	1	\$129,417.64	15
\$154,208.32	1	\$137,522.28	1	\$134,607.67	4	\$131,990.36	1	\$129,297.52	17
\$154,088.46	1	\$137,402.42	1	\$134,369.83	1	\$131,852.29	1	\$129,057.54	8
\$153,968.34	1	\$137,282.30	1	\$134,367.69	1	\$131,750	3	\$128,817.56	1
\$147,426.82	2	\$137,180.51	1	\$133,537.53	1	\$131,630.38	2	\$128,699.58	1
\$147,306.70	3	\$137,060.53	1	\$131,990.36	1	\$131,510	3	\$128,548.61	1
\$147,066.72	1	\$137,042.32	1	\$131,852.29	1	\$131,270.28	1	\$128,459.60	1
\$143,302.39	1	\$136,820.41	1	\$134,870.05	1	\$131,030.44	1	\$126,672.77	1
\$143,182.27	1	\$135,567.59	1	\$134,847.65	7	\$130,137.58	1	\$126,552.91	1
\$141,809.59	1	\$135,087.63	3	\$134,607.67	4	\$129,897.60	1	\$126,533.03	1
\$141,209.51	1	\$134,967.77	7	\$134,369.83	1	\$129,657.62	2	\$126,312.93	1

Note: This information is accurate as of August 2024

MDPD Sergeant Salary (Slide 2 of 3)



Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs
\$126,054.88	3	\$124,100.19	3	\$120,763.54	1	\$119,108.57	1	\$117,561.91	1
\$125,952.83	4	\$123,980.07	2	\$120,745.47	3	\$118,910.90	1	\$117,038.74	1
\$125,833.11	3	\$123,860.21	4	\$120,643	2	\$118,790.78	2	\$116,429.47	1
\$125,712.99	4	\$123,740.09	3	\$120,523	2	\$118,550.80	1	\$116,309.09	1
\$125,712.85	1	\$123,620.23	7	\$120,505.49	2	\$118,430.94	2	\$115,949.25	1
\$125,473.01	3	\$123,500.11	22	\$120,403	6	\$118,310.82	4	\$115,709.27	1
\$125,472.87	6	\$123,380.25	2	\$120,283	11	\$118,190.96	8	\$115,589	3
\$125,273.14	1	\$123,260.13	21	\$120,265	1	\$118,070.84	14	\$115,469.43	8
\$125,233.03	2	\$123,139.94	1	\$120,043	11	\$117,950.98	2	\$115,349	10
\$125,232.89	1	\$123,020.15	6	\$119,803	4	\$117,922.01	1	\$115,109	5
\$125,152.88	1	\$122,828.10	1	\$119,534.81	1	\$117,830.86	11	\$115,080	1
\$124,460.03	1	\$121,703.70	1	\$119,490.96	1	\$117,590.88	7	\$114,869	2



MDPD Sergeant Salary (Slide 3 of 3)

Annual Salary	# of SGTs	Annual Salary	# of SGTs	Annual Salary	# of SGTs
\$114,216.47	1	\$112,147.51	1	\$108,201.71	6
\$113,736.51	1	\$111,714.59	1	\$108,201.71	10
\$113,616.39	5	\$111,134.53	2	\$107,721.75	2
\$113,496.53	1	\$110,894.55	2	\$103,755.48	1
\$113,376	7	\$110,774.69	2	\$103,515.50	1
\$113,347.41	1	\$110,654.57	6	\$103,275.52	5
\$113,256	9	\$110,534.71	1	\$103,035.54	3
\$113,136.43	11	\$110,414.59	8	\$98,951.69	1
\$113,016.57	1	\$110,174.61	6	\$98,831.83	1
\$112,896.45	14	\$109,934.63	5	\$98,471.73	1
\$112,896.45	7	\$108,561.81	2		
\$112,387.49	1	\$108,321.83	4		

Note: This information is accurate as of August 2024

Miami-Dade Police Department Captain Salary



- A search of the Miami-Dade salary database was conducted for police captains for MDPD. [Click here to be taken to the search website.](#)
- A total of 32 police captains were actively being paid by MDPD.
- The annual salary range was from \$152,266.01 to \$199,050.91.
- The gross year to date earnings for active police captains ranged from \$96,645.69 to \$146,575.88.
- These numbers are accurate as of August 11th, 2024.
- See the following slide for a chart detailing the number of captains receiving a respective annual salary amount.

Miami-Dade Police Department Captain Salary



Annual Salary	# of CAPTs	Annual Salary	# of CAPTs
\$199,050.91	1	\$162,204.07	2
\$190,034.45	1	\$159,284.50	3
\$189,914.33	1	\$158,924.40	2
\$181,801.52	1	\$152,985.95	1
\$173,812.60	1	\$152,865.83	1
\$169,631.47	2	\$152,625.85	1
\$169,511.35	1	\$152,385.87	4
\$166,428.08	3	\$152,266.01	1
\$166,307.96	1		
\$166,067.98	1		
\$165,571.17	1		
\$162,324.19	3		

Note: This information is accurate as of August 2024

Upcoming Cost of Living Adjustments



- No cost-of-living adjustment has been agreed upon yet by the current collective bargaining union for DLE lieutenants and BSO.
- PBSO has agreed to a 4.5% cost of living adjustment for fiscal year 2024-2025, a 5.5% cost of living adjustment for fiscal year 2025-2026, and a 6% cost of living adjustment for fiscal year 2026-2027.
- MDPD, for DLE lieutenants, has agreed to a 3% cost of living adjustment for fiscal year 2024-2025 and a 4% cost of living adjustment for fiscal year 2025-2026, the final year of their current contract.

Overtime, Longevity Pay, Extra Duty Pay, and Sick Leave Payouts



Lieutenant Overtime Eligibility by Department



- PBSO and MDPD do not exempt DLE lieutenants from overtime in their collective bargaining agreements.
- BSO DLE lieutenants are currently exempt from overtime absent a declared state of emergency according to the current collective bargaining agreement.
- BSO DOD lieutenants when filling a vacant lieutenant vacancy are eligible for a premium pay of \$90 per hour.



Longevity Pay in Addition to Base Salary

- BSO and MDPD incorporate longevity into pay steps. MDPD also offers a longevity bonus payment ranging from 1.5% at 15 years which increases .1% per year up to year 35 for a maximum of 3.5%.
- PBSO awards DLE lieutenant's longevity payments in addition to their base salary according to the schedule listed in the below chart.

Department	Longevity Supplemental Pay	10 Year	15 Year	18 Year	20 Year
Broward Sheriff's Office	BUILT INTO SALARY TABLE	N/A	N/A	N/A	N/A
Palm Beach County Sheriff's Office	YES (NOT COMBINED)	5%	7.5%	10%	N/A
Miami-Dade Police Department	BUILT INTO SALARY TABLE	N/A	N/A	N/A	N/A



Extra Duty Detail Pay

- BSO, PBSO, and MDPD all allow lieutenants to work extra duty details. PBSO and MDPD had a set rate at which lieutenants are paid per hours. BSO lieutenants when working a detail are compensated at \$45 per hour unless they are working in a supervisory as a lieutenant at which point they are paid \$65 per hour.

Department	Lieutenant Rate
Broward Sheriff's Office	\$65 per hour
Palm Beach County Sheriff's Office	\$60 per hour
Miami-Dade Police Department	\$54 per hour

Note: This information is accurate as of August 2024

Lieutenant Sick Leave Payout at Retirement



- BSO, PBSO, and MDPD all offer sick leave payouts upon retirement.
- BSO offers DLE lieutenants offers a sick leave pay out of up to a maximum of 1,320 hours upon normal retirement at 25 years of service.
- PBSO offers DLE lieutenants offers a sick leave pay out of up to a maximum of 1,450 hours upon normal retirement at 25 years of service.
- MDPD pays DLE lieutenants 100% of unused sick leave accruals upon normal retirement after 25 years of special risk service.

BSO DLE Lieutenant Retirement Health Care



- BSO currently has a retirement health care supplemental payment benefit based on the number of years worked for DLE lieutenants hired prior to October 1, 2007.
- For law enforcement lieutenants hired after October 1, 2007, BSO does not fund a retirement health savings plan.

Agency Profiles and Budgetary Facts



Law Enforcement Officer Population



- BSO, PBSO, and Miami-Dade PD reported the following number of sworn law enforcement officers employed:
 - BSO: 1,645 (Source: Public Records Request)
 - PBSO: 1,676 (Source: Public Records Request)
 - MDPD: 3,139 (Source: MDPD Annual Report)



Total Workforce Population

- BSO, PBSO, and Miami-Dade PD reported the following number of employees:
 - BSO: 5,494 (Source: Public Records Request)
 - PBSO: 4,000 (Source: Public Records Request)
 - MDPD: 4,637 (Source: MDPD Annual Report)

Agency Structures



- BSO, PBSO, and Miami-Dade PD all are comprised of numerous different districts for law enforcement services.
- BSO and PBSO both assign captains to oversee the day-to-day operations of a respective district.
- MDPD assigns police majors to oversee a respective district.
- Job descriptions for BSO and PBSO's lieutenants and captains were both similar.

Agency Structures



- BSO is a full-service public safety agency that provides law enforcement services, fire rescue services, and detention services.
- PBSO provides law enforcement services and detention services.
- MDPD provides law enforcement services.
- Fire rescue services are provided by separately funded agencies in Miami-Dade County and Palm Beach County.

BSO Employed Law Enforcement Officers by Rank



- Total Sworn Fulltime Personnel: **1598**
- Total Deputies: **1277**
- Total Sergeants: **213**
- Total Lieutenants: **54**
- Total Captains: **34**
- Total Majors: **13**
- Total Lieutenant Colonels: **1**
- Total Colonels: **6**
- Total Sheriff: **1**

* The information above was obtained via a 2022 public records request. Since the 2022 records request, BSO's sworn law enforcement population has increased to 1,645.

PBSO Employed Law Enforcement Officers by Rank



- Total Sworn Fulltime Personnel: **1676**
- Total Deputies: **1352**
- Total Sergeants: **213**
- Total Lieutenants: **57**
- Total Captains: **40**
- Total Majors: **10**
- Total Colonels: **3**
- Total Sheriff: **1**

(Source: Public Records Request)

MDPD Employed Law Enforcement Officers by Rank



- Total Sworn Fulltime Personnel: **3,096**
- Total Police Officers: **2,377**
- Total Sergeants: **494**
- Total Lieutenants: **155**
- Total Captains: **32**
- Total Majors: **29**
- Total Division Chiefs: **8**
- Total Police Directors: **1**

(Source: Miami-Dade Salary Database Search- As of August 2024)

Department Budgets



- Based on the total workforce numbers, BSO has 857 more employees than the Miami-Dade Police Department and 1,494 more employees than the Palm Beach County Sheriff's Office. Below are the numbers BSO, PBSO, and MDPD are funded at for fiscal year 2023-2024.
- BSO's budget is funded at approximately **\$1.2 billion**. (Adopted Budget Report)
- PBSO's budget is funded at approximately **\$902 million**. ([Click for FY 2024 Fact Sheet Citing PBSO Funding](#)).
- MDPD's budget is funded at approximately **\$928 million**. ([Click for link to MDPD Annual Report- Pg. 9](#))



County Budgets for Fiscal Year 2024

- Below is the total budget for fiscal year 2024 for Broward County, Palm Beach County, and Miami-Dade County:
 - Broward County: Approximately: **\$8.6 billion**
 - [Click for link to Budget in Brief](#)
 - Palm Beach County: Approximately **\$7.8 billion**
 - [Click for link to Budget Fact Sheet](#)
 - Miami-Dade County: Approximately **\$11.7 billion**
 - [Click for link to Budget in Brief](#)

Funding Comparisons between BSO and PBSO



- Due to numerous factors, BSO, PBSO, and the Palm Beach Fire Rescue (PBFR) were comparable enough to be analyzed to determine if Broward County and Palm Beach County are similar in the funding invested to provide full service public safety services.
- Broward County provides full service public safety services through one agency, BSO.
- Palm Beach County provides full service public safety services through two public safety agencies, PBSO and PBFR.
- For fiscal year 2023-2024, BSO was funded at approximately \$1.2 billion for 5,909 funded positions to serve the approximately 1.94 million residents of Broward County.

Funding Comparisons between BSO and PBSO



- For fiscal year 2023-2024, PBSO was funded at approximately \$902 million dollars for 4,464 funded positions and the PBFR, a separate public safety entity from PBSO, was funded at approximately \$679 million dollars for 1,810 funded positions.
- To serve Palm Beach County's approximately 1.49 million residents, Palm Beach County funds a combined total of 6,274 public safety positions between PBSO and PBFR for a total of approximately \$1.6 billion dollars.
- That equates to 365 more positions funded for PBSO and PBFR to provide full service public safety services for Palm Beach County than what BSO is given as a full-service public safety agency.

Funding Comparisons between BSO and PBSO



- Although Broward County and Palm Beach County fund closely the same number of public safety positions, Palm Beach County, despite having a budget of approximately \$800 million less than Broward County, invested approximately \$400 million more into their countywide public safety agencies of PBSO and PBFR.
- To add context, it would take 365 funded positions at approximately \$1,000,000 per position being added to BSO to make BSO equal with PBSO and PBFR in terms of funded positions and total overall funding. Palm Beach County's commitment to fund more public safety positions and invest more money into their public safety agencies is despite them having approximately 450,000 less residents than Broward County.

Conclusion Regarding Salaries



Conclusion Regarding Salaries



- BSO DLE lieutenants are currently underpaid. This gap in pay will grow as PBSO implements a 16 percent cost of living adjustment over the next 3 years and MDPD implements a 7 percent cost of living adjustment over the next 2 years. A 25 percent increase to the base salaries for lieutenants is needed to allow BSO DLE lieutenants to be adequately compensated.

Contact Information



Contact Information



- Any questions regarding this report can be directed to International Union of Police Associations (I.U.P.A.) Local 6021 President Matt Cowart at matt.cowart@iupalocal.com