

**Article 34**  
**COMPENSATION**

34.1 Effective April 1, 2022 and October 1, 2022, the below wage ranges are adopted.

Position	Hourly Min	Hourly Max	Annual Min	Annual Max
<b>Police Officer/Detective 300</b> Apr 2022 Oct 2022	\$21.96 \$23.06	\$31.32 \$32.26	\$48,531.60 \$50,962.60	\$69,217.20 \$71,294.60
<b>Senior Police Officer/Detective 302</b> Apr 2022 Oct 2022	\$ 24.21 \$ 24.93	\$34.20 \$35.29	\$53,504.10 \$55,095.30	\$75,582.00 \$77,990.90
Police Corporal/Detective Corporal 304 Apr 2022 Oct 2022	\$25.42 \$26.18	\$35.57 \$39.21	\$56,178.20 \$57,857.80	\$78,609.70 \$86,654.10
Police Sergeant/Detective Sergeant 306 Apr 2022 Oct 2022	\$28.00 \$29.40	\$38.83 \$44.42	\$61,880.00 \$64,974.00	\$85,814.30 \$98,168.20

34.2 Effective on April 1, 2022, the following designated classifications shall receive base pay increases:

- Police Officer/Detective – unit members shall be brought up to the starting pay range above. Unit members with one (1) or more years of service shall receive a four percent (4%) increase.
- Senior Police Officer/Detective – unit members shall receive a four percent (4%) increase.
- Police Corporal/Detective – unit members shall receive a three percent (3%) increase.
- Police Sergeant/ Detective Sergeant – unit members shall receive a three percent (3%) increase.

34.2.1 Effective on October 1, 2022, the following designated classifications shall receive base pay increases:

- Police Officer/Detective – unit members with less than one (1) year of service shall be brought up to the starting pay range above. Unit members with one (1) or more years of service shall receive a five percent

(5%) increase.

- Senior Police Officer/Detective – unit members shall receive a five percent (5%) increase.
- Police Corporal/Detective – unit members shall receive a five percent (5%) increase.
- Police Sergeant/ Detective Sergeant – unit members shall receive a five percent (5%) increase.

34.3 Should the increases adopted above result in a unit member being placed above the maximum, the unit member shall receive the difference of the GWI as applied and the maximum wage range in the form of a bonus check paid in the first full pay period of October. Said payment is to be treated as pensionable income.

34.4 Accrual Maximum Rate: Pursuant to the terms in Article 16, earned payments made for PTO accruals shall be paid at the employee's current rate of pay up to the maximum amount provided for in Article 16.19.

34.5 Education Incentive. Each employee covered by this Agreement and entitled to Educational Incentive Pay under guidelines established by the State of Florida for the completion of certain educational courses related to his job as a law enforcement officer shall continue to be so entitled, subject to the following: should the State of Florida Education Incentive Pay program be altered, amended or ended, that will be binding on the parties.

#### 34.6 Specialty Pay

a. Special Weapons And Tactics Team - Each unit employee that is a member of the Leesburg Police Department's Special Weapons And Tactics Team shall continue to receive additional specialty pay in the amount of two-percent (2%) above said employee's current base rate of pay, provided, however, this shall apply only so long as an employee is a member, and such additional specialty pay shall cease upon cessation of membership for any reason.

b. Field Training Officer (FTO) shall receive one (1) additional hour of PTO per each shift while training a probationary unit member. The PTO hour will be added to the FTO's accrual bank and available to use on the pay period following submission.

c. Field Training Officer (FTO) Supervisor shall receive an incentive pay in the amount of \$1,250 annually and will be paid as an "add

pay" in the amount of \$48.08 bi-weekly, and will not be included in the base pay of any unit employee.

d. K-9 Supervisor shall receive an incentive pay in the amount of \$1,250 annually and will be paid as an "add pay" in the amount of \$48.08 bi-weekly, and will not be included in the base pay of any unit employee.

e. Emergency Medical Technician (EMT) Incentive - To receive such pay, unit employees must have received EMT specialized training and maintain their EMT certification. The unit member shall submit a copy of his EMT certificate to the Chief of Police. The EMT incentive pay shall be \$1,250 annually and will be paid as an "add pay" in the amount of \$48.08 bi-weekly, and will not be included in the base pay of any unit employee.

1.8 Clothing Allowance. Each unit employee assigned to non-uniform assignments (i.e. Detective) shall receive a clothing allowance in the amount of one thousand dollars (\$1,000.00) annually, paid on the first pay period for the new fiscal year. Clothing allowance for employees temporarily assigned to such non-uniformed assignments shall be prorated for the time assigned to non-uniform duties (i.e. 6-month assignment shall receive \$500.00). Unit employees promoted, reclassified, or transferred to a non-uniform assignment shall receive the clothing allowance calculated on remaining quarters in the fiscal year at two-hundred and fifty dollars (\$250.00)-per quarter. Unit employees assigned to light duty shall not be entitled to the clothing allowance during the period of such assignment. Clothing allowance payments are considered taxable income to the employee.

1.9 K-9 Allowance. The position of K-9 handler performs work related to the care of departmental dogs outside of their normally scheduled hours. The City recognizes that this time is compensable under the provisions of the Fair Labor Standards Act and will be paid in accordance with the following:

a. Employees assigned to K-9 duty will be paid for the care of departmental dogs done after their normally scheduled work hours. The parties to this Agreement concur that an average of three-and-one-half (3.5) hours per week is spent on such duties. K-9 handlers will be paid at their regular hourly rate of pay for completion of such duties and such hours will be considered as part of the K-9 handlers normally scheduled work hours.

1.10 Holiday Bonus. Should the City grant holiday bonuses City-wide to City employees outside the bargaining unit in any fiscal year during

the term of this agreement, unit employees shall receive the same bonus, provided it shall set no precedent or status quo for any future bonus.

1.11 Out of Classification Pay. Any employee of the bargaining unit required to temporarily fill and assume the duties of a higher classification position for a period greater than eighty (80) consecutive hours shall receive a five percent (5%) salary increase. The affected employee's out of classification pay will begin the first scheduled workday after the absence of the higher classified employee for eighty (80) consecutive hours. The employee receiving out of classification pay will return to his regular salary upon return of the higher classified employee to work.

34.7 On Call/Standby Pay. Unit members placed on standby/on-call shall receive twenty-five dollars (\$25) per day while on such status.

34.8 Shift Differential. Effective October 1, 2020, unit members who work between the hours of 1800 and 0600, shall be paid a shift differential of one dollar (\$1.00) per hour for all time worked.

Final 3/23/22