



# FOP WAGE ANALYSIS



**SWORN  
OFFICER**

YEAR	NUMBER of OFFICERS	% of JSO OFFICERS
<b>*Actual Attrition (Non-Retirement)</b>		
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>
<b>*Estimated Attrition (Non-Retirement) during this Contract Period</b>		
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>
<b>*The above 4-year average (2020-2023) is 3.8% or approximately 66 Officers per Year.</b>		
<i>*Total Number of Current Officers used for Calculations = 1737 (Per JSO H.R.- Sept. 2023)</i>		

## 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%
<b>Total Retirements</b>	<b>243</b>	<b>13.99%</b>

*\*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%
<b>3 years Officer Loss Totals</b>	<b>441</b>	<b>25.39%</b>

*\*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**

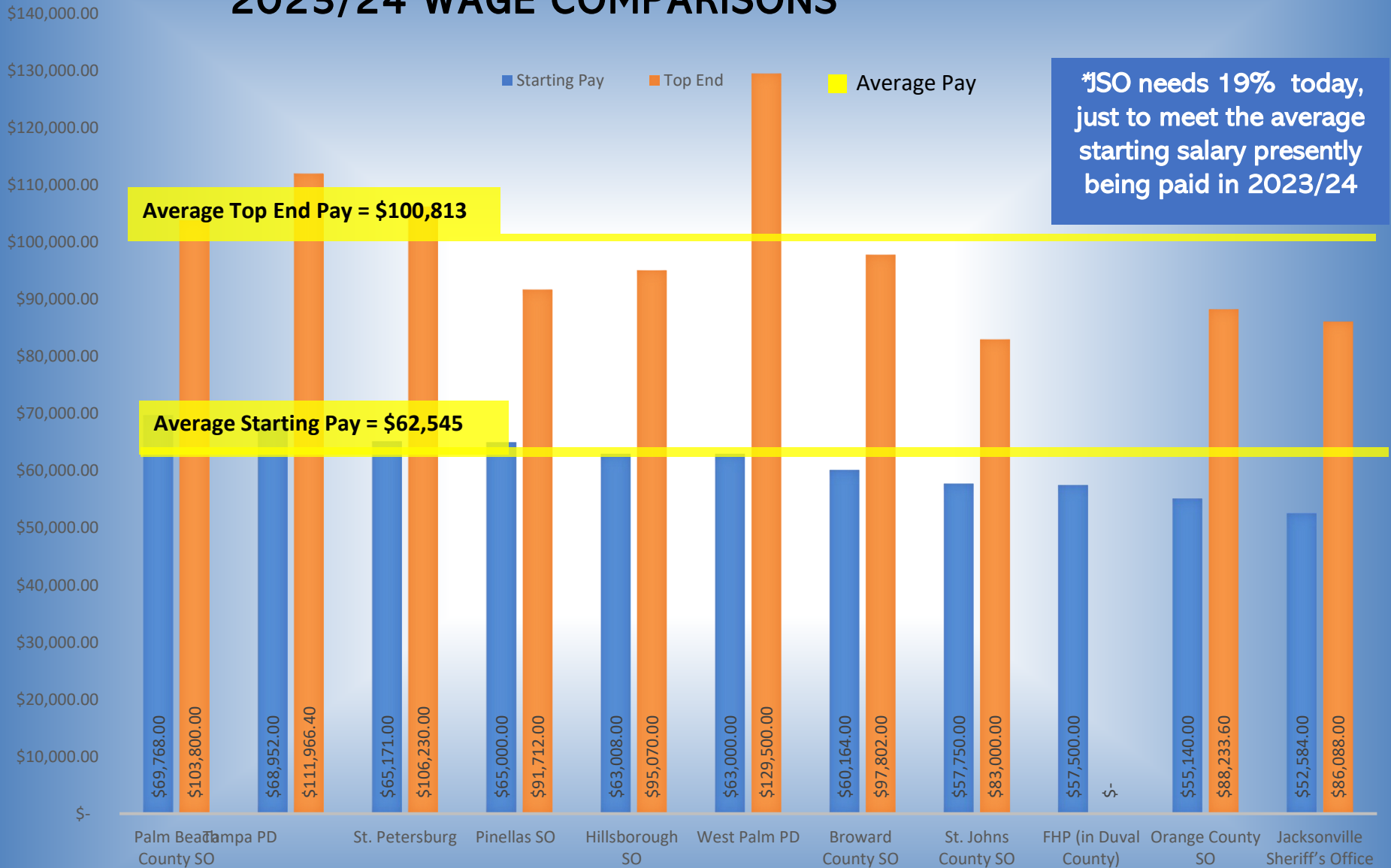
# Com·pet·i·tive

*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%
<i>Average of comparable Agencies 2023/24</i>	<i>\$62,545.30</i>	<i>\$ 100,812.67</i>	<i>3%</i>
<i>Jacksonville Sheriff's Office</i>	<i>\$ 52,584.00</i>	<i>\$ 86,088.00</i>	<i>10%</i>
<i>Current Amount Below Average</i>	<i>\$ (9,961.30)</i>	<i>\$ (14,724.67)</i>	<i>+7%</i>
<i>* % Increase Required to Meet Average</i>	<i>19%</i>	<i>17%</i>	
<p>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.</p>			

# 2023/24 WAGE COMPARISONS





## Police Starting Wage Comparison of the estimated Wages of similar agencies for the JSO 3 years contract period of October 2024- September 2027

<b>Jacksonville Sheriff's Office</b> <i>(Current 2023/24)</i>			<b>\$ 52,584.00</b>	<b>*JSO Wage increase percent required to equal the Average starting pay</b>
<i>Current Starting Average of Comparable Agencies in 2023/24 (see Comparison table slide)</i>			<i>\$ 62,545.30</i>	
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%
<b>* Estimated Shortfall at the end of the 3 Year contract (2026/2027)</b>			<b>(\$17,770.96)</b>	<b>\$0</b>
<b>Percentage below comparable agencies projected 3rd contract year 2026/27 with no raises.</b>			<b>34%</b>	<b>0%</b>

\* 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

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

*\*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
<b>Attrition</b>		
<b>2020</b>	55	8.56%
<b>2021</b>	62	9.60%
<b>2022</b>	62	9.60%
<b>2023</b>	49	7.63%
<b>Total</b>	<b>228</b>	<b>35.39%</b>
<b>Retirements</b>		
<b>2025</b>	24	3.73%
<b>2026</b>	21	3.20%
<b>2027</b>	11	2%
<b>Total</b>	<b>56</b>	<b>8.64%</b>
<b>3 Yr Average Attrition</b>	<b>171</b>	<b>26.26%</b>
<b>3 Yr Total Retirements</b>	<b>56</b>	<b>8.64%</b>
<b><i>Combined Loss Totals</i></b>	<b><i>284</i></b>	<b><i>35.0%</i></b>

*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>	<i>\$62,818.67</i>	<i>\$94,458.17</i>	<i>3%</i>
Jacksonville Sheriff's Office	\$45,960.00	\$73,776.00	10%
<i>Current Amount Below Average</i>	<i>\$ 6,858.67</i>	<i>\$ 20,682.17</i>	<i>7%</i>
<i>* % Required to Meet Average</i>	<i>37%</i>	<i>28%</i>	
<p>* This represents the percentage needed to <i>ONLY</i> match the present 2023/24 average salary <i>currently</i> 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*</p>			

# 2023/24 Current Wage Comparisons

*\*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

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

\*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**

**JSO Corrections with  
Projected Wage Increases**

***\$62,818.00 + 4%***

***\$45,960 + 20%***

***\$65,330.72 + 4%***

***\$55,152 + 10%***

***\$67,943.95 + 4%***

***\$60,667 + 10%***

***\$70,661.71***

***\$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://teamhcso.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

Deputy Sheriff - Court Security Deputy (CSD)

Location ⓘ	Orlando, FL	Job Type	Full Time
Job Number	19-00075	Department	Court Security
Opening Date	07/06/2021	Hiring Salary	<ul style="list-style-type: none"><li>• 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.</li><li>• 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.</li><li>• 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.</li></ul>

**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](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