

PBA - Variable Pay

Overtime

For any hours an employee works in excess of 40 in one work week, they shall be eligible for overtime pay or compensatory time at the rate of 1.5 times their regular rate of pay. For purposes of computing overtime, employees will not be penalized for District designated holidays during that work week (Monday through Friday).

Work Performed During Off-Shift Hours

Courtroom / Deposition Attendance

If required to report to court or a deposition outside of normal shift hours, the employee shall be paid minimum 3 hours pay at overtime rate of 1.5 times their regular rate of pay, provided the venue for the courtroom / deposition site is within Palm Beach County. When called to perform such duty outside of the County for an expected longer duration, employee will be paid at their regular rate of pay for each day or partial day, and will remit to the District any monies received for providing such services.

Call Back Prior to Start of Next Shift

If called back to work after completion of regular shift and prior to next shift, employee shall be paid minimum 3 hours pay at overtime rate of 1.5 times their regular rate of pay.

Off-Duty Training

For off-duty training, employees are paid overtime rate (1.5) times their regular rate of pay.

Outside Contracting

The District will first offer any extended detail duty to the Officer assigned to the school before contracting out any such duty with an outside Officer or law enforcement agency. Such duty shall be paid at a rate not to exceed \$35 p/hour, less mandatory withholdings.

Attendance Incentive

Effective January 1, 2009, a full-time non-probationary Officer who does not utilize any paid or unpaid leave during the calendar year, will be paid an Attendance Supplement of one-thousand dollars (\$1000), minus standard deductions, to be paid as a supplement the following calendar year over the number of pay periods during that following calendar year. The employee must be a regular full-time Officer of the District for the full twelve (12) months of the calendar year the supplement is earned to be eligible for payment. The only exception to perfect attendance is when the Officer may be utilizing compensatory time as approved by the Chief or designee as provided in Article 17.1 of the bargaining agreement.

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Fitness Incentive

Effective each July 1, a non-probationary bargaining unit employee may volunteer for the ensuing 12 months assignment to meet fitness standards adopted by the District. One paid leave day is provided if fitness goals are achieved (used during summer only).

Supplements

In accordance with provisions of Florida Statutes, Section 943.22:

<u>Training</u>	<u>Maximum Pay Per Month</u>
Basic Only	*\$25.00
Advanced Course Only	\$120.00 Maximum
Education Only	\$30.00 - Two Year Degree \$80.00 - Four Year Degree
Basic & Advanced Courses	\$130.00 Maximum
Basic & Education	\$55.00 with Two Year Degree \$105.00 with Four Year Degree
Advanced Courses and Education	\$130.00 Maximum
Basic, Advanced Courses and Education	\$130.00 Maximum

* Only full-time Law Enforcement Officers who were initially employed / certified prior to July 1, 1980 are eligible for Basic Only salary incentive supplement.

Special Duty Assignment (SDA) Pay

The following SDA supplement pays shall be paid to employees only for the duration of assignment to the special duty:

Sergeant	\$4,000 (take-home vehicle)
Detective	\$4,000
K-9 Trainer	\$2,800
K-9 (caretaker/handler) - per dog	\$2,800
CRT (Crisis Response Team)	\$2,800
FTO (Field Training Officer)	\$1,200
Accreditation Manager	\$1,200
CDL-License to drive school bus	\$400
Working non-contract days	\$35 per hour