



CITY OF BELLE ISLE, FL
POLICE ADVISORY BOARD
Held in City Hall Chambers 1600 Nela Avenue

Wednesday, November 06, 2024 * 3:30 PM
AGENDA

Welcome to the City of Belle Isle Police Advisory Board meeting. Agendas and all backup material supporting each agenda item are available at the City Clerk's office or the city's website at www.belleislefl.gov.

- 1. Call to Order and Confirmation of Quorum**
- 2. Approval of Minutes**
 - [a.](#) Approval of the Meeting Minutes - July 24, 2024
- 3. External Communications Program Updates**
- 4. External Communications Program Updates**
 - a. Discussion on Annexation: Millage, Advantages with Code Compliance, Costs to Patrol, Targeted Areas, and PAB Role
 - [b.](#) Pay Compatibility and Comparison with Other Jurisdictions
 - c. Discuss PAB Monthly Updates to City Council
 - d. Vehicle Leasing vs. Purchasing: Tracking, Hybrid Transition and Planning 2025 Study Recommendation
 - e. K9 Approved - Discuss Additional Donations and Handler Officer Hernandez
- 5. External Communications Program Updates**
 - a. Updates and Discussion on School Traffic
 - b. Annual Officer Awards Selection - Schedule a December Meeting
- 6. Internal BIPD Updates**
- 7. Adjournment**



CITY OF BELLE ISLE
1600 Nela Avenue, Belle Isle, FL 32809

POLICE ADVISORY BOARD MINUTES

July 24, 2024 - 3:30 pm

Present was:

Woody Johnson, Chairman
 Dale Dennis
 Ted Spruill
 Andy Dunigan
 Allen Haskins
 Bruce Lincoln

Absent was:

Charlotte Hobbs

1. Call to Order and Confirmation of Quorum

Chairman Johnson called the meeting to order at 3:32 pm, and the Clerk confirmed the quorum. Chief Grimm and Yolanda Quiceno, City Clerk, were also present.

2. Approval of the meeting minutes

May 2024 – No Meeting
 June 2024 – No Meeting

Chairman Johnson called for a motion to approve the meeting minutes of April 3, 2024.

Board member Dennis moved to approve the minutes as presented.

Board member Haskins seconded the motion, which passed unanimously.

3. Public Comment

Chairman Johnson opened for public comment. There being none, he closed public comment.

4. Introduction of Officer Eliza Shabaz

Chief Grimm introduced Officer Shabaz. The Board welcomed Officer Shabaz and had a brief meet & greet dialogue.

5. Budget Discussion

a. 2024/2025 PD Budget

Chairman Johnson opened for board discussion.

Chief Grimm presented the budget and highlighted the following,

- No new salary increases for Officers FY2024/2025 other than pay plan steps. The Board discussed pay scale increases throughout the State.
- PD civilian increase of 5%
- Dependent health insurance proposed to 50% and Dental/Vision 100% coverage
- PD Technology: Eight operating Cameras and 17 license plate readers. Chief Grimm noted that the readers do not yield a monetary return; they promote public safety and lower crime risk rates.
- PD vehicle leases up 14% - rotating older vehicles and earning some money on the return
- PD vehicle maintenance budgeted over by \$10,000 – primarily due to tire changes
- PD fuel prices have increased
- PD re-branding – new patch and Logo and Centennial badge commemorating the 100-year celebration
- PD radios are upgraded, moving from digital to cellular
- PD Boat Dock is approved and funded with ARPA Funds

6. Future Projects and Updates

- Chief Grimm announced that he is part of the Florida Chief's Legislative Committee and will attend future conferences promoting the City of Belle Isle community and the agency.

- New City Hall building: The City Council and staff continue discussing the location of Judge and Conway raising the millage. They are looking for grants and other funding.
- Vehicle Replacement Plan provided for review and discussion at the next meeting.
- Chief Grimm announced that a resident has offered to donate \$1,400 to the PD to purchase an ice machine.

Item a.

The Board consensus agreed to the next Advisory Board meeting on October 9, 2024, at 3:30 pm.

7. Adjournment

There being no further business, Chairman Johnson called for a motion to adjourn. The Board moved to adjourn, which passed unanimously at 4:45 pm.

Key Insights for Belle Isle Police Department:

1. Officer Pay Insights:

- **Belle Isle ranks 13th** out of 18 departments for **Officer pay**, with an hourly rate of **\$23.23**.
- This places Belle Isle in the **lower tier** for Officer salaries, below higher-paying departments such as **Lady Lake** (\$28.39/hour), **Leesburg** (\$27.15/hour), and **Mount Dora** (\$26.7464/hour).
- **Belle Isle's Officer pay is less competitive** compared to many departments, with opportunities to improve to better align with the top 10 departments offering starting pay in the \$24-\$28 range.
- **Retirement Contribution:** Despite the lower pay, Belle Isle offers a **strong retirement package** with a **20% employer contribution** and no required employee contribution, which helps offset the lower starting salary and makes the department attractive in the long term.

2. Sergeant Pay Insights:

- **Belle Isle ranks 3rd** out of 16 departments for **Sergeant pay**, with an **hourly rate** of **\$36.66**.
- Only **Lady Lake** (\$36.84/hour) and **Lake County Sheriff's Office** (\$36.7087/hour) offer slightly higher Sergeant pay.
- Belle Isle's **Sergeant pay is highly competitive**, positioning the department as one of the top three for supervisory roles.
- **Retirement Contribution:** The **20% employer retirement contribution** remains a key benefit for Sergeants, making Belle Isle highly desirable for retaining high-ranking officers.

3. Key Strengths of Belle Isle Police Department:

- **Strong Retirement Plan:** Belle Isle's **20% employer contribution** with no employee contribution required is among the most competitive in the region.
- **Highly Competitive Sergeant Pay:** Ranking 3rd in the region, Belle Isle offers one of the highest Sergeant salaries, making it an attractive option for those seeking promotion and higher pay.
- **Balanced Benefits:** While the **Officer pay** ranks lower, the **strong benefits package** makes Belle Isle a desirable department for long-term career development, particularly for those aiming for supervisory roles.

4. Areas for Improvement:

- **Officer Pay:** Belle Isle's **Officer hourly rate of \$23.23** places it 13th out of 18 departments. Increasing the starting pay to match departments in the \$24-\$25 range would make the department more competitive in recruiting and retaining entry-level officers.
- **Focus on Topped-Out Officers:** Implementing a **3% lump sum** increase with annual increments for officers who are topped-out would help keep Belle Isle competitive in the long run, especially for experienced officers.

5. Conclusion:

- **Belle Isle Police Department** ranks high for **Sergeant pay** (3rd) but falls to **13th** for **Officer pay**. The department's **strong retirement benefits** and competitive Sergeant pay make it an appealing option for career development, though increasing Officer starting salaries would improve recruitment and retention.

Name of Agency:	Date:	What is the county that your agency's jurisdiction is within?	Bureau of Economic and Business Research 2023 Population Estimate	What is your agency's budgeted number of sworn personnel?	Current number of sworn personnel?	What is the current per capita ratio of Officers per 1000 residents? (This cell will populate)	Does your agency calculate annual salaries at 2000 or 2184 hours per year?	What is the Officer/Deputy starting hourly rate?	Officer/Deputy annual salary calculated at 2000 hours per year. (This cell will populate)	Officer/Deputy annual salary calculated at 2184 hours per year. (This cell will populate)	What is the Corporal starting hourly rate?	Corporal annual salary calculated at 2000 hours per year. (This cell will populate)	Corporal annual salary calculated at 2184 hours per year. (This cell will populate)	What is the Sergeant starting hourly rate?	Sergeant annual salary calculated at 2000 hours per year. (This cell will populate)	Sergeant annual salary calculated at 2184 hours per year. (This cell will populate)	Retirement employee contribution percentage	Retirement agency/vol contribution percentage	Total retirement contribution (This cell will populate)	Years of service for retirement vesting
Astatula Police Department		Lake	2042			0.00			0	0		0	0		0	0			0.00%	
Clemont Police Department	2/29/2024	Lake	47,456	92	81	1.94	BOTH	24.27	\$ 50,481.60	\$ 53,005.68	24.27	50,481.60	53,005.68	32.28	67,142.40	70,499.52	5.00%	Varies	5.00%	10
Eivins Police Department	12/12/2023	Lake	23,918	44	40	1.84	2184.00	22.495	\$ 46,797.92	\$ 49,137.82	26.205	\$ 54,631.20	\$ 57,362.76	27.81	\$ 57,844.80	\$ 60,737.04	7.50%	48.25%	55.75%	10
Finland Park Police Department	1/5/2024	Lake	8,615	23	22	2.67	2184.00	21.95	\$ 45,656.00	\$ 47,938.80	23.98	\$ 49,878.40	\$ 52,372.32	27.22	\$ 56,617.60	\$ 59,448.48	3.00%	24.00%	27.00%	8
Groveland Police Department	11/30/2023	Lake	22,760	45	40	1.98	2184.00	22.3516	\$ 48,571.31	\$ 50,999.89	24.76	\$ 51,900.80	\$ 54,075.84	26.67	\$ 55,473.60	\$ 58,247.28	3.00%	24.00%	27.00%	10
Howey-in-the-Hills Police Department	11/30/2023	Lake	1,790	10	9	5.59	2236.00	20.00	\$ 41,600.00	\$ 43,680.00	21.021	\$ 43,723.68	\$ 45,909.86		\$ -	\$ -	5.00%	22.72%	27.72%	10
Lady Lake Police Department	1/5/2024	Lake	16,224	30	21	1.85	2184.00	28.38	\$ 59,051.20	\$ 62,803.76	31.77	\$ 66,081.60	\$ 69,385.68	36.84	\$ 76,827.20	\$ 80,438.56	5.00%	15.40%	20.40%	8
Leesburg Police Department	6/16/2024	Lake	30,378			0.00		27.15	\$ 56,472.00	\$ 60,001.50	30.37	\$ 63,169.60	\$ 67,117.70	34.10	\$ 70,928.00	\$ 75,361.00				0.00%
Mascote Police Department		Lake	8,565			0.00			0	0		0	0		0	0				0.00%
Mount Dora Police Department	11/29/2023	Lake	17,843	46	46	2.58	2184.00	26.7464	\$ 55,621.51	\$ 58,414.14	27.9661	\$ 58,231.89	\$ 61,143.48	34.5269	\$ 71,815.95	\$ 75,406.75	7.55%	13.05%	20.60%	6
Tavares Police Department	12/4/2023	Lake	21,003	32	29	1.52	2080.00	23.02	\$ 47,881.60	\$ 50,275.68	25.22	\$ 52,457.60	\$ 55,080.48	33.03	\$ 68,702.40	\$ 72,137.52	FRS	FRS	FRS	FRS
Unahla Police Department		Lake	3,881			0.00			0	0		0	0		0	0				0.00%
Lake County Sheriff's Office	12/5/2023	Lake	414,749	516	466	1.24	2236.00	23.4794	\$ 48,837.15	\$ 51,279.01	26.7887	\$ 76,354.10	\$ 80,173.80	40.5728	\$ 84,391.42	\$ 88,611.00	3.00%	32.67%	35.67%	8
Apopka Police Department	11/30/2023	Orange	58,293	133	113	2.28	2080.00	26.0041	\$ 54,088.53	\$ 56,792.95	29.0707	\$ 60,467.06	\$ 63,490.41	33.3423	\$ 70,183.98	\$ 73,693.18	9.00%	25.70%	34.70%	10
Belle Isle Police Department	11/30/2023	Orange	7,239	22	22	3.04	2184.00	23.23	\$ 48,318.40	\$ 50,734.32	24.16	\$ 50,252.80	\$ 52,768.44	36.66	\$ 76,252.80	\$ 80,066.44	0.00%	20.00%	20.00%	0
Eatonville Police Department		Orange	2,370			0.00			0	0		0	0		0	0				0.00%
Edgewood Police Department	12/4/2023	Orange	2,631	14	13	5.32	2184.00	22.88	\$ 47,611.20	\$ 49,991.76	N/A	0	0	30.77	\$ 64,001.60	\$ 67,201.68	3.00%	32.67%	35.67%	8
Maitland Police Department		Orange	19,964			0.00			0	0		0	0		0	0				0.00%
Oakland Police Department	12/1/2023	Orange	5,402	15	15	2.78	2080.00	22.86	47548.8	49926.24	0	0	0	26.99	56139.2	58946.16	0.00%	14.00%	14.00%	6
Ocoee Police Department		Orange	49,711			0.00			0	0		0	0		0	0				0.00%
Orlando Police Department		Orange	326,988			0.00			0	0		0	0		0	0				0.00%
Wintergreen Police Department	12/5/2023	Orange	3,041	14	13	4.60	Yes	25.96	\$ 53,996.80	\$ 54,000.00	N/A			33.65	\$ 69,992.00	\$ 70,000.00	0.00%	19.00%	19.00%	6
Winter Garden Police Department	6/10/2024	Orange	50,800	98	93	1.93	2080.00	24.94	\$ 51,875.20	\$ 54,468.96		0	0	28.2387	\$ 58,736.50	\$ 61,673.32	3.50%	18.61%	22.11%	6
Winter Park Police Department	12/1/2023	Orange	30,706	83	79	2.70	2080.00	24.94	\$ 51,875.20	\$ 54,468.96	N/A	N/A	N/A	32.16	\$ 66,892.80	\$ 70,237.44	6.00%	What is necessary	6.00%	10
Orange County Sheriff's Office		Orange	1,492,951			0.00			0	0		0	0		0	0				0.00%
Akumote Springs Police Department		Seminole	47,420			0.00			0	0		0	0		0	0				0.00%
Casselberry Police Department	3/6/2024	Seminole	30,061	61	49	2.03	2080.00	23.56	\$ 49,004.80	\$ 51,455.04	22.147	\$ 46,481.76	\$ 48,805.85	25.9985	\$ 54,076.88	\$ 56,780.72	3.00%	23.40%	26.40%	See Note
Lake Mary Police Department	12/4/2023	Seminole	17,366	50	50	2.88	2184.00	21.00	\$ 47,840.00	\$ 50,321.60	0	0	0	33.53	\$ 69,742.40	\$ 73,229.52	5.00%	13.50%	18.50%	5
Longwood Police Department	1/11/2024	Seminole	16,488	45	44	2.74	2184.00	23.8384	\$ 49,567.23	\$ 52,045.59	25.4511	\$ 52,938.29	\$ 55,585.20	27.9957	\$ 58,231.06	\$ 61,342.61	1.00%	17.00%	18.00%	5
Oviedo Police Department	12/6/2023	Seminole	40,261	75	67	1.86	2184.00	22.9653	\$ 47,767.82	\$ 50,156.22	0	0	0	31.6411	\$ 65,813.49	\$ 69,104.16	6.00%	14.52%	20.52%	10
Sanford Police Department	1/10/2024	Seminole	64,508	145	132	2.25	2184.00	23.4482601	\$ 48,772.38	\$ 51,211.00	0	0	0	27.298581	\$ 56,596.50	\$ 59,426.33	3.00%	32.67%	35.67%	10
Winter Springs Police Department	1/9/2024	Seminole	39,097	59	49	1.51	2184.00	24.12	\$ 50,169.60	\$ 52,678.08	0	0	0	27.92	\$ 58,073.60	\$ 60,977.28	5.00%	0.00%	5.00%	15
Seminole County Sheriff's Office	3/11/2024	Seminole	486,839	460	442	0.94	2236.00	23.26	\$ 48,380.80	\$ 50,799.84	N/A	#VALUE!	#VALUE!	28.19	\$ 58,635.20	\$ 61,566.96	3.00%	32.67%	35.67%	8
Wildwood Police Department		Sumner	30,327			0.00			0	0		0	0		0	0				0.00%
Sumner County Sheriff's Office		Sumner	155,318			0.00			0	0		0	0		0	0				0.00%

For Police Officer Members hired before September 15, 2013, a Member's normal retirement age is the earlier of the attainment of age 55 years and the completion of 6 years of Credited Service or upon completion of 25 years of Credited Service, regardless of age. For Police Officer Members hired on or after September 15, 2013, a Police Officer Member's normal retirement age is the earlier of the attainment of age 55 and the completion of 10 years of Credited Service, or the attainment of age 52 and the completion of 25 years of Credited Service. Each Police Officer Member shall become 100 percent vested in his accrued benefit at normal retirement age. A Police Officer Member's normal retirement date shall be the first day of the month coincident with or next following the date the Police Officer Member retires from the City after attaining normal retirement age.