Law Enforcement Adjunct Pay, Issue to be Referred to the Provost

**Summary of Issue:** Law enforcement who adjunct for the base level courses are paid $29 an hour and adjuncts who teach advanced law enforcement courses are paid $25 an hour. This seems a bit backwards, but also it is far below the going rate of pay for off duty law enforcement. Officers are paid $40 an hour to stand in the back of movie theaters and $60 an hour to sit at construction zones with their blue lights on.

**Clarification of Questions:** 1) why is there a disparity in the rates between types of courses being taught at IPS? and 2) should the rate of instruction by LEO should be based on the market rate for LEO performing police related work?

**More Detailed Information:**

**Basic Recruit Class Instructor:** Instructors for basic recruit classes are limited to basic classroom items. Instructors must be Law Enforcement Certified for at least 1 year. The instructor is required to be certified in the following:

Instructor Techniques Class-- 64 Hours

Additional Optional Training for Basic Recruit Instructor:

High Liability Instructor Techniques– 64 Hours

Vehicle Operations – 40 Hours

Defensive Tactics – 80 Hour

First – Aid / CPR – 40 Hours

Firearms – 44 Hours

Basic Recruit Instructor $29.47

**Advanced / Specialized Instructor:** The requirements for teaching these classes are more advanced and specialized, as the title suggests. Several other classes are required, as well as more time in grade with experience, and rank as a law enforcement supervisor. The instructor is required to be certified in the following:

Instructor Techniques Class – 64 Hours (Same as Basic Class)

Speed Measurement Class – 40 Hour Class

Breath Test Operator – 40 Hour Class

Advanced Instructor $25

**Pay Rate of Alachua County Officers:**

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| **Deputy Sheriff** | **Annual Salary** | **Hourly Rate** | **Overtime** |
| < 1 year | $40,170 | $19.31 | $28.97 |
| 5 years | $44,340 | $21.31 | $36.17 |
| 20 years (end of career) | $64,218 | $30.87 | $46.31 |
| **Sergeant** | **Annual Salary** | **Hourly Rate** | **Overtime** |
| < 1 year | $54,111 | $26.01 | $39.06 |
| 5 years | $61,494 | $29.56 | $44.34 |
| 10 years (end of career) | $71,288 | $34.27 | $51.41 |
| **Lieutenant**  | **Annual Salary** | **Hourly Rate** | **Overtime** |
| < 1 year | $68,180 | $32.77 | $49.16 |
| 5 years | $76,737 | $36.89 | $55.34 |
| 10 years (end of career) | $88,959 | $42.76 | $64.15 |