

Criminal Justice Incentive Pay



What is Criminal Justice Incentive Pay?

The Criminal Justice Incentive Program (CJIP) is designed to give a supplemental salary payment to law enforcement and correctional officers to reward educational and other career development activities that go beyond minimum position requirements. CJIP is paid as a supplemental payment that must be set up in People First as a recurring payment.

For additional information on the elements of these payments, refer to the references section.

Criminal Justice Incentive Pay — Supplemental Payment Amounts

The maximum payment is \$130.00 a monthly employee or \$60.00 for a biweekly employee

- 1. Basic Certification:** An employee is eligible to receive the basic certification amount of \$25.00 if they received certification prior to July 1, 1980 or for an officer who is reactivated upon reappointment and their original certification was received prior to July 1, 1980.
- 2. Career Development:** An employee receives \$20.00 for every 80 hours of FDLE approved courses completed. Employee cannot receive more than \$120.00 for completed courses

000 - 079 course hours - \$0.00	080 - 159 course hours - \$20.00
160 - 239 course hours - \$40.00	240 - 319 course hours - \$60.00
320 - 399 course hours - \$80.00	400 - 479 course hours - \$100.00
480+ course hours - \$120.00	

- 3. College Degree:** If the employee has an Associate's Degree they are eligible for \$30.00 and \$80.00 if they have a Bachelor's Degree. *Please note, the employee is not eligible for this supplemental payment if the position requires a degree.*

When will they receive their CJIP Payment?

- When an officer receives their **monthly** salary warrant, they will also receive their monthly CJIP warrant.
- When an officer receives their regular **biweekly** salary warrant, they will receive their biweekly CJIP warrant.

Example: If the monthly amount for the biweekly employee was \$130.00, the employee will receive \$60.00 every biweekly pay period. $(\$130.00 \times 12) / 26 = \60.00 .

Per **11B-14.002(4)3, F.S.**, salary incentive payments paid to officers employed by the State of Florida shall begin in the first full calendar month following the initial date of eligibility.

Example: Officer becomes eligible for the incentive payment 2/5/2018, the recurring payment must be set up 3/1/2018

11B-14.002(6) F.A.C. specifically does not allow retroactive CJIP Payments.

Calculating Leave without Pay (LWOP) using an hourly rate

<u>Occurrence</u>	<u>Details</u>	<u>Calculations</u>
Monthly	<ul style="list-style-type: none"> April 2018 has 168 Contracted Hours for the Month. Employee earns \$80.00 a month. Employee has 15 hours of LWOP for the month of April 2018. 	168 Contracted Hours - 15 Hours of LWOP <hr/> 153 hours worked for month of April (153 hours worked/ 168 contracted hours) * \$80.00 CJIP gross rate = \$72.86
Biweekly	<ul style="list-style-type: none"> Biweekly pay periods are 80 Contracted Hours. Employee earns \$36.92 each biweekly pay period. Employee has 15 hours of LWOP. 	80 Contracted Hours - 15 Hours of LWOP <hr/> 65 Hours worked for the pay period (65 Hours worked/ 80 contracted hours) * \$36.92 CJIP gross rate = \$30.00

29-Digit Account Code for CJIP Payments:

When setting up the payment in People First, the FLAIR Account Code **Category** must be **103290** on all CJIP payments, except for The Florida School for the Deaf and Blind which is **104166**.

References:

F.S. 943.22	Gives FDLE the authority to establish rules to properly administer the program
F.A.C 11B-14.001	Definitions
F.A.C 11B-14.002	General Program Provisions
F.A.C 11B-14.003	Authorized Salary Incentive Payments
F.A.C 11B-14.005	Annual Salary Incentive Compensation Report