

**City Council Policy/Business/Consent Agenda Q&A's
May 31, 2022**

Updated as of 4:00 pm

<u>Submitted By:</u>	<u>Agenda Item # and Questions</u>	<u>Answers/Considerations</u>
Policy Items		
<p>Watlington</p>	<p>8. Fiscal Year 2023 Operating Budget and Fiscal Years 2023-2027 Capital Investment Plan</p> <p>Need some background on Educational Incentive: who gets it, who doesn't, and why.</p>	<p>The City of Charlotte's Public Safety Pay Plan has historically included an education incentive for sworn police and fire employees that equates to either 5% or 10% per-year.</p> <p>This incentive is designed to facilitate preparation of officers to qualify for command level positions that require post-secondary education degrees.</p> <p>Only sworn Public Safety Pay Plan employees are eligible for these incentives. This incentive is removed after staff reaches the rank of Captain in CFD and rank of Sergeant in CMPD.</p> <p>General employees have historically not been included in these incentives and the Proposed FY 2023 Budget did not change this. Although both Police and Fire have civilian employees, these civilian (non-sworn) employees are in a different pay-plan with a different retirement system. For these employees, any required skills, experiences, education, and other qualifications are taken into consideration when determining the appropriate pay range specific to each position, just like all general employees outside of Police and Fire.</p>
<p>Johnson (from May 25th Straw Votes Meeting)</p>	<p>8. Fiscal Year 2023 Operating Budget and Fiscal Years 2023-2027 Capital Investment Plan</p> <p>Why are firefighters not included in the cities \$20/hour minimum wage?</p> <p>Why are firefighters and other non-emergency operations personnel excluded from "Shift Differential" pay while working those regularly scheduled hours?</p>	<p>The \$20 per hour minimum wage increases the annual salary of full-time general employees to at least \$41,600 prior to working any overtime. Firefighters operate under different Department of Labor overtime standards and currently work 2,704 hours per year (or an average of 52 hours per week) prior to working overtime. Firefighters are salaried-non-exempt, and are paid on a salary basis. They are paid the same weekly salary rate each week although they work 48 or 72 hours. Because of their unique shifts, Firefighters will earn more annually, although on a per-hour basis some will earn less than \$20/hour. By January when the \$20/hour for 40-hour employees would take effect, full-time general employees will all earn a base salary of at least \$41,600 and full-time Firefighters will earn a base annual salary of at least \$49,102.</p> <p>A review of Charlotte's peer cities found that offering shift differential to Police Officers on evening and night shifts was very common while offering shift differential to Firefighters was uncommon. Shift differential in the Proposed Budget applies when a group of employees performing the same job are split between different shifts. The purpose is to make less desired shifts more advantageous and to encourage more experienced employees to work on those shifts. Because Firefighters only work one operations shift, there is no "differential" from other shifts to incentivize.</p>

