

# Compensation and Benefits

## EXECUTIVE SUMMARY

### **Background**

The City of Charlotte is committed to creating an inclusive culture where City of Charlotte employees can perform job duties with a sense of belonging as their full authentic selves. Human resource programs are developed and administered according to the Human Resources Philosophy adopted by the City Council. The City of Charlotte is committed to attracting and retaining qualified, productive, and motivated employees who will provide efficient and effective services to its residents.

Compensation and benefits recommendations are guided by the mission to help employees thrive by creating a work environment that embraces diversity and recognizes and values the unique and changing needs of the city's workforce throughout different career stages.

### **FY 2024 guiding principles:**

- Base pay is the primary type of pay used to maintain market competitiveness. City Council's approved policy is that market competitiveness for a specific job is based on the median of actual salaries paid in the applicable recruitment area for jobs of a similar nature.
- Generally, pay will be based on performance while considering market conditions.
- Employees may also be rewarded for attaining specific skills which make them more flexible and useful in helping the city meet its goals.
- Benefits plans will provide an appropriate level of income protection against unexpected health, life, and disability risks.
- Health care costs will be aggressively managed with employees sharing in the cost of benefits.
- Wellness initiatives, inclusive of behavioral health initiatives, will be integrated across human resources programs.

### **Survey of Market Conditions and Market Competitiveness**

Market competitiveness is determined through ongoing surveys of the pay and benefits practices of other employers. Human Resources recently completed a review of local, regional, and national pay increase trends, as well as a review of employer benefits practices. Competitive practice survey information was compiled and analyzed from several consulting firms representing a significant number of employers. A summary of the average market movement can be found in **Attachment A**.

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## Survey Findings

- According to Payscale's 2023 Compensation Best Practices Report, the planned distribution of average base pay increases for 2023 is concentrated between 4 and 5 percent.
- Mercer Consulting's *November 2022 U.S. Compensation Planning Survey* reports that projected compensation budgets are trending up over the past several months. Merit increase budgets for 2023 are tracking at 3.9 percent.
- Willis Towers Watson's article, *2023 Employee Pay Trends*, states "Salary budget increases have remained relatively stable (arguably stagnant) in the past decade" and in reference to 2022, "Tight labor markets, inflationary pressures, and employee retention concerns fueled salary increases to rates not seen in nearly two decades". Their research indicates a projected average increase of 4.6 percent in 2023.
- According to the International Foundation of Employee Benefits *2022 Employee Benefits Survey*, employers and plan sponsors expect health care costs to increase by 7 percent between 2022 and 2023. This is driven by several factors, including catastrophic claims, medical provider costs, chronic health conditions, increased utilization due to delayed preventive care during the pandemic and the high cost of specialty prescription drugs.
- *Mercer's Health and Benefit Strategies for 2023 Report* indicates Health care affordability is a top concern for many workers, in particular low-wage earners or those coping with a chronic medical condition. In addition, both telemedicine and onsite care provide care at a lower cost and have the added benefit of greater convenience, which employees at all pay levels appreciate.
- According to the *2022 Society for Human Resource Management (SHRM) Benefits Survey*, the top six benefits employers viewed as most important were health related benefits, retirement savings and planning benefits, leave benefits, family care benefits, flexible work benefits, and professional and career development benefits.
- According to the annual *Mercer National Survey of Employer-Sponsored Health Plans for 2022*, the most important strategies for benefits over the next 3-5 years include enhancing benefits to improve attraction and retention, managing high cost claimants, expanding behavioral health access, improving health care affordability, managing specialty drug costs, enhancing benefits to support women's reproductive health, addressing health inequities, increasing virtual care throughout the healthcare journey and steering to high-value care.

## Awards and Recognitions

- Recognized Healthiest 100 Workplaces in America. The city ranked 39<sup>th</sup>.
- Winner Charlotte Business Journal Regions 2022 Healthiest Employers of Greater Charlotte.
- North Carolina Business Group on Health 2023 Culture of Wellness award.

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## FY 2024 COMPENSATION RECOMMENDATIONS

### Public Safety Pay Plan

The City of Charlotte's Public Safety Pay Plan, as shown in **Attachments B, C, and D**, covers all Police classes below the rank of Police Lieutenant and all Fire classes below the rank of Battalion Fire Chief. There are two components to the Public Safety Pay Plan. The first is progression through the steps, and the second is market adjustments to the steps. The following recommendations are made:

- All merit steps of the FY 2024 Public Safety Pay Plan to be funded.
- Two market adjustments to the pay steps, each funded at 1.5 percent. The first adjustment effective July 1, 2023. The second adjustment effective January 6, 2024.
- Revisions to Police steps effective July 1, 2023:
  - Eliminate Police Officer steps one and two. In FY 2024, to maintain internal equity, the eligible step date for Officers at steps one, two, and three will be adjusted.
  - Merge Police Officer steps six and seven from two 5 percent steps to a 10 percent step (new step four).
  - Eliminate Police Sergeant step one and increase Police Sergeant step two an additional 2.5 percent.
  - Add a five percent step to the top of Police Sergeant.
- Revisions to Police steps effective September 2, 2023:
  - Create Senior Police Officer III with a 5 percent step above Senior Police Officer II for eligible employees. Eligible Employees must be a Senior Police Officer II for at least one year.
- Revisions to Police steps effective January 6, 2024:
  - Create Senior Police Officer IV with a 2.5 percent above Senior Police Officer III for eligible employees. Eligible employees must have been Senior Police Officers by June 30, 2020 to qualify for the new Senior Police Officer IV step.
- Planned revisions to Police steps proposed for Fiscal Year 2025:
  - Increase Senior Police Officer IV to 5 percent above Senior Police Officer III and add eligibility for employees that achieved Senior Police Officer I between July 1, 2020 and June 30, 2021, and have been a Senior Police Officer III for at least one year, effective January 2025.
  - Adjust starting and top pay for Police Sergeant by 2.5 percent in January 2025.
- Revisions to Fire steps effective November 11, 2023:
  - Eliminate Fire Fighter I step one and two. In FY 2024, to maintain internal equity, the eligible step date for steps 1, 2 and 3 of Fire Fighter I may be adjusted.
  - Add 5 percent step to the top of Firefighter I and Fire Fighter II.

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- Eliminate Firefighter II and Firefighter Engineer step one.
- Merge Firefighter Engineer steps six and seven from two 2.5 percent steps to one 5 percent step (new step five).
- Increase Firefighter Engineer step eight from 2.5 percent to 5 percent (new step six).
- Eliminate Fire Captain step one and increase Fire Captain step two an additional 2.5 percent.
- Add a 2.5 percent step to the top of Fire Captain and Firefighter Engineer.
- Planned revisions to Fire steps proposed for Fiscal Year 2025:
  - Add 5 percent step to top of Fire Fighter I.
  - Adjust top pay for Fire Engineer by 2.5 percent.
  - Adjust starting and top pay for Fire Captain in November 2024.

## Salaried Pay Plan

The City of Charlotte's Salaried Pay Plan covers all salaried exempt city employees. This pay plan consists of 26 traditional ranges, each with a minimum and maximum. There is no general pay (market) adjustment for employees in this pay plan like there is for employees in the Public Safety and the Hourly Pay Plans. The following recommendations are made:

- Increase the personnel services budget to fund a 4 percent Salary Pay Plan pool. Departments are expected to manage within the existing personnel services budget.
- Merit pay decisions are based on the employee's performance and the employee's pay rate in relation to the competitive rate for the specific job. Merit pay increases may be awarded as base pay and/or lump sum on the employee's merit date, which vary by employee throughout the year.
- A three percent market adjustment to the Salaried Pay Plan, effective July 1, 2023, as reflected in **Attachment E**. The impact of this recommendation will be to change the minimum and maximum rates of the pay grades to ensure the plan remains competitive in the marketplace. No employee will receive an increase due to this recommendation because no employee salary falls below the minimum of their respective pay grade.

## Hourly Pay Plan

The city's Hourly Pay Plan covers hourly employees in labor, trades, and administrative positions. This pay plan consists of 20 traditional ranges, each with a minimum and maximum. Typically, hourly employees receive an annual pay increase equal to the market adjustment to the Hourly Pay Plan and an annual merit increase. However, the labor market for these positions has been heavily impacted by certain job shortages and by wage pressures brought on by the highest rate of inflation seen since the 1970s. To help address these concerns, the following recommendations are made:

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- Two across-the-board pay increases of the greater of 3 percent or \$1,800 each (6 percent or \$3,600 total) One effective July 1, 2023, and one January 6, 2024. Any resulting increase amount that will exceed the assigned pay grade maximum will be paid as a lump sum.
- A three percent market adjustment to the Hourly Pay Plan effective July 1, 2023, as reflected in **Attachment F**. The impact of this recommendation will be to change the minimum and maximum rates of the pay grades, where applicable, to ensure the Plan remains competitive in the marketplace. Because no employee salary falls below the minimum of their respective pay grade, no employee will receive an increase due to this recommendation.
- A new minimum pay rate of \$46,200 annually for all non-temporary, full-time employees, effective January 6, 2024. Any full-time employee with a salary below \$46,200 will be adjusted to the new minimum salary on January 6, 2024.

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## FY 2024 BENEFITS

- Increase employee medical plan weekly premium by \$3.00 or \$5.00 based on tier.
- Increase Non-Medicare eligible medical plan monthly premium for retirees with 20 years of service by \$13 or \$22 based on tier.
- Increase weekly Retiree Health Reimbursement Plan employer contribution from \$20 to \$25 for all eligible sworn public safety employees, effective January 2024.

### **Funding for Insurance Coverages**

The following group insurance coverages are provided and consistent with the Human Resources Philosophy adopted by the City Council: medical, including prescription drug; medical stop-loss; life; dental; employee assistance program; and disability coverage.

### **Health Coverage**

The City of Charlotte's medical insurance program is self-insured for active employees and non-Medicare retirees. Stop-loss insurance is purchased by the city to cover catastrophic claims that exceed \$500,000 per individual in a calendar year. Third-party claims administrators are retained to provide medical management services and pay medical and prescription drug claims. When budgeting for future costs, the two cost components for the medical insurance plan are the claims projected to incur and the administrative fees to be paid to the claim's administrators. BlueCross BlueShield NC is the medical claims administrator and CVS Caremark is the prescription drug plan administrator. The City of Charlotte has a fully insured medical and prescription drug plan administered by AmWINS for Medicare-eligible retirees.

The following recommendations are being made:

### **Medical Plans**

- Authorize the City Manager or designee to make plan design changes within the overall health insurance budget.
- Currently the medical plan is administered by Blue Cross Blue Shield of North Carolina. The city will be conducting a rebidding process. I authorize the City Manager or designee to either renew the current contract or select a new vendor and execute the contract and further contract amendments with the selected vendor upon completion of the rebidding process.

### **Prescription Drug Plan**

- Authorize the City Manager or designee to make plan design changes within the overall health insurance budget.

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## **Active Employee Health Plan Premiums**

- For coverage effective January 1, 2024, increase weekly health plan premiums \$3.00 for employee only and employee plus child tiers and \$5.00 for all other tiers, in all plans.
- Provide the City Manager or designee the authority to establish the wellness incentive design within the overall health insurance budget.

## **Non-Medicare Retiree Health Plan Premiums**

- Effective, January 1, 2024, increase monthly health plan premiums \$13.00 for retiree only tier and \$22.00 for all other tiers, for retirees with 20+ years of service.
- Effective, January 1, 2024, increase monthly health plan premiums \$13.00 for retiree only tier. All other tiers will increase by \$13.00 plus dependent costs, for retirees with 15 < 20 years of service.

## **Medicare-Eligible Retiree Health Plan**

- This plan is fully insured and currently administered by AmWINS. The City of Charlotte is conducting a rebidding process for a retiree healthcare administrator. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.
- Since these plans are fully insured, it is recommended that the City Manager or designee be authorized to approve plan options, vendors, rates, and plan design changes to the medical and prescription drug plans upon receipt of plan options and rates from the Administrator of the Medicare-eligible retiree coverage.

## **Stop Loss Insurance**

- The City of Charlotte currently contracts with BlueCross BlueShield of North Carolina for stop-loss insurance to provide protection against catastrophic or unpredictable medical claims. The city will be conducting a rebidding process for stop-loss insurance. Authorize the City Manager or designee to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## **Dental Plan**

- Currently the dental plan is administered by Cigna. The current rate guarantee will expire December 31, 2023. The 2024 premiums are expected to increase by 5%.
- The City of Charlotte will be conducting a rebidding process for dental. The FY 2024 Adopted Budget authorizes the City Manager or designee to either execute the current contract renewal or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

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## **Employee Assistance Program**

- Currently the Employee Assistance Program is administered by MyGroup EAP. The City of Charlotte will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## **Flexible Spending Accounts and Health Savings Accounts**

- Currently these benefits are administered by Health Equity. The city will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## **Group Legal and Identity Theft**

- Currently the Group Legal benefit is administered by MetLife. The City of Charlotte will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## **Health Advocacy**

- Currently the health advocacy benefit is administered by Health Advocate. The City of Charlotte will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## **Retiree Health Reimbursement Plan for Sworn Public Safety**

- Effective January 1, 2024, increase the weekly contribution to \$25.
- It is recommended that the City Manager or designee be authorized to renew the current contract and further contract amendments with the vendor.

## **Short-Term Disability, Long-Term Disability and Family Medical Leave Administrator**

- Currently these benefits are administered by Unum. The City of Charlotte will be conducting a rebidding process for these services. It is recommended that the City Manager or his designee be authorized to establish the plan design, either renew the current contract or select a new vendor(s) and execute the contract(s) and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## **Vision**

- Currently the vision benefit is administered by VSP. The city will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.



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## Wellness

- The city will be conducting a rebidding process for wellness services. It is recommended that the City Manager or his designee be authorized select a vendor(s) and execute the contract(s) and further contract amendments with the selected vendor(s) upon completion of the bidding process.

## Vacation

- Amend the vacation schedule, effective January 2024, as follows:

Years of Service	Vacation Days
Upon hire up to 3 years	10 days
3 years up to 9 years	15 days
9 years up to 14 years	18 days
More than 14 years	20 days

- Employees with between 3 and 5 years of experience will increase from 10 to 15 days of accrued vacation per year.

# Compensation and Benefits

## Attachments

**Attachment A – Market Movement Summary**

Summary of actual market movement for 2020-2023, 2024 projected market movement, and the five-year market movement average.

**Attachment B – Recommended FY 2024 Public Safety Pay Plan Structure Effective July 1, 2023**

New minimum, maximum and step rates in the Public Safety Pay Plan based on the first 1.5 percent structural market adjustment recommended for FY 2024. Also includes structural revisions.

**Attachment C – Recommended FY 2024 Public Safety Pay Plan Structure Effective November 11, 2023**

Structural revisions to Public Safety Pay Plan recommended for FY 2024.

**Attachment D – Recommended FY 2024 Public Safety Pay Plan Structure Effective January 6, 2024**

New minimum, maximum and step rates in the Public Safety Pay Plan based on the second 1.5 percent structural market adjustment recommended for FY 2024. Also includes structural revisions.

**Attachment E – Recommended FY 2024 Salaried Pay Plan Structure**

New minimum and maximum rates in the Salaried Pay Plan based on the 3 percent structural adjustment recommended for FY 2024.

**Attachment F – Recommended FY 2024 Hourly Pay Plan Structure**

Effective July 1, 2023: New minimum and maximum rates in the Hourly Pay Plan based on the first 1.5 percent structural adjustment recommended for FY 2024.

Effective January 6, 2024: New minimum and maximum rates in the Hourly Pay Plan based on the second 1.5 percent structural adjustment recommended for FY 2024.

# Compensation and Benefits

Attachment A

## Market Movement Summary

(Average Percent Change)

Source	2020 Actual Market Movement	2021 Actual Market Movement	2022 Actual Market Movement	2023 Actual Market Movement	2024 Projected Market Movement	5 Year Average Market Movement
National Statistics Provided by Payscale, Willis Towers Watson, Mercer	3.0	2.9	3.4	3.9	4.2	3.5
National Municipalities	3.0	1.6	3.1	4.4	4.3	3.0
Charlotte Area Municipalities	3.0	3.7	4.3	6.4	4.7	4.4
Large North Carolina Municipalities	not available	not available	not available	3.8	3.9	3.8
Large Charlotte Employers (private sector)	3.0	2.7	2.7	3.3	4.0	2.9
City of Charlotte Salaried Pay Plan	3.0	3.0	3.0	4.0	4.0	3.3

# Compensation and Benefits

Attachment B

## FY 2024 Public Safety Pay Plan Effective July 1, 2023

### FY 2024 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

#### POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

##### New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III
POLICE OFFICER 3102	\$1,083.61 \$56,347	5.0% \$1,137.79 \$59,165	5.0% \$1,194.68 \$62,123	10.0% \$1,314.15 \$68,335	5.0% \$1,379.86 \$71,752	5.0% \$1,448.85 \$75,340	5.0% \$1,521.29 \$79,107	5.0% \$1,597.36 \$83,062	5.0% \$1,677.22 \$87,215
POLICE SERGEANT 3110	Step 1 \$1,890.95 \$98,329	Step 2 2.5% \$1,938.23 \$100,787	Step 3 5.0% \$2,035.14 \$105,827	Step 4 5.0% \$2,136.89 \$111,118					Effective Sept. 2nd 2023

##### Police Incentives

2nd Language, Training Officer 5%

2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)

4 Yr degree 10% (Sergeant not eligible)

#### FIRE DEPARTMENT

##### New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5								
FIREFIGHTER I 3006	\$958.44 \$49,838	2.5% \$982.40 \$51,084	5.0% \$1,031.52 \$53,639	5.0% \$1,083.10 \$56,321	5.0% \$1,137.25 \$59,137								
FIREFIGHTER II 3008			Step 1 \$1,031.52 \$53,639	Step 2 5.0% \$1,083.10 \$56,321	Step 3 5.0% \$1,137.25 \$59,137	Step 4 5.0% \$1,194.11 \$62,093	Step 5 5.0% \$1,253.82 \$65,198	Step 6 5.0% \$1,316.51 \$68,458	Step 7 5.0% \$1,382.33 \$71,881	Step 8 5.0% \$1,451.45 \$75,475			
FF ENGINEER 3011						Step 1 \$1,194.11 \$62,093	Step 2 5.0% \$1,253.82 \$65,198	Step 3 5.0% \$1,316.51 \$68,458	Step 4 5.0% \$1,382.33 \$71,881	Step 5 5.0% \$1,451.45 \$75,475	Step 6 2.5% \$1,487.74 \$77,363	Step 7 2.5% \$1,524.94 \$79,297	Step 8 2.5% \$1,563.06 \$81,279
FIRE CAPTAIN 3016	Step 1 \$1,801.58 \$93,682	Step 2 5.0% \$1,846.62 \$96,024	Step 3 5.0% \$1,938.95 \$100,826	Step 4 2.5% \$2,035.90 \$105,867									

##### Fire Incentives

2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%

2 Yr degree or Qualifying Military Service 5% (Captain not eligible)

4 Yr degree 10% (Captain not eligible)

# Compensation and Benefits

Attachment C

## FY 2024 Public Safety Pay Plan Effective November 4, 2023

### FY 2024 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

#### POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

New Hire									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III
		5.0%	5.0%	10.0%	5.0%	5.0%	5.0%	5.0%	5.0%
POLICE OFFICER 3102	\$1,083.61 \$56,347	\$1,137.79 \$59,165	\$1,194.68 \$62,123	\$1,314.15 \$68,335	\$1,379.86 \$71,752	\$1,448.85 \$75,340	\$1,521.29 \$79,107	\$1,597.36 \$83,062	\$1,677.22 \$87,215
POLICE SERGEANT 3110	Step 1	Step 2	Step 3	Step 4					
		2.5%	5.0%	5.0%					
	\$1,890.95 \$98,329	\$1,938.23 \$100,787	\$2,035.14 \$105,827	\$2,136.89 \$111,118					

#### Police Incentives

2nd Language, Training Officer 5%  
2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)  
4 Yr degree 10% (Sergeant not eligible)

#### FIRE DEPARTMENT

New Hire					Planned FY 2025						
	Step 1	Step 2	Step 3	Step 4	Step 5						
FIREFIGHTER I 3006	\$1,032.75 \$53,703	5.0% \$1,084.39 \$56,388	5.0% \$1,138.61 \$59,207	5.0% \$1,195.54 \$62,168	5.0% \$1,255.32 \$65,276						
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		
FIREFIGHTER II 3008			5.0% \$1,138.61 \$59,207	5.0% \$1,195.54 \$62,168	5.0% \$1,255.32 \$65,276	5.0% \$1,318.08 \$68,540	5.0% \$1,383.99 \$71,967	5.0% \$1,453.19 \$75,565	5.0% \$1,525.85 \$79,343		
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FF ENGINEER* 3011						5.0% \$1,318.08 \$68,540	5.0% \$1,383.99 \$71,967	5.0% \$1,453.19 \$75,565	5.0% \$1,525.85 \$79,343	5.0% \$1,602.14 \$83,311	2.5% \$1,642.19 \$85,394
	Step 1	Step 2	Step 3	Step 4							
FIREFIGHTER I 3006		2.5% \$1,938.95 \$100,826	5.0% \$2,035.90 \$105,867	2.5% \$2,086.80 \$108,514							
		Fire Incentives									
		2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5% 2 Yr degree or Qualifying Military Service 5% (Captain not eligible)									

#### Fire Incentives

2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%  
2 Yr degree or Qualifying Military Service 5% (Captain not eligible)  
4 Yr degree 10% (Captain not eligible)

\*Planned 2.5-percent adjustment at the top of Fire Engineer and the top and bottom of Fire Captain in FY 2025

# Compensation and Benefits

Attachment D

## FY 2024 Public Safety Pay Plan Effective January 6, 2024

### FY 2024 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

#### POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

New Hire										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III	SPO IV*
POLICE OFFICER 3102	\$1,099.86 \$57,192	5.0% \$1,154.86 \$60,052	5.0% \$1,212.60 \$63,055	10.0% \$1,333.86 \$69,361	5.0% \$1,400.55 \$72,828	5.0% \$1,470.58 \$76,470	5.0% \$1,544.11 \$80,293	5.0% \$1,621.32 \$84,308	5.0% \$1,702.38 \$88,523	2.5% \$1,744.92 \$90,736
POLICE SERGEANT* 3110	Step 1 \$1,919.32 \$99,804	Step 2 2.5% \$1,967.30 \$102,299	Step 3 5.0% \$2,065.66 \$107,414	Step 4 5.0% \$2,168.95 \$112,785						

#### Police Incentives

2nd Language, Training Officer 5%  
2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)  
4 Yr degree 10% (Sergeant not eligible)

\*Planned SPOIV adjustment to 5 percent step with corresponding 2.5 percent increase in top and bottom Police Sergeant pay in January 2025

#### FIRE DEPARTMENT

New Hire					Planned in FY2025						
FIREFIGHTER I 3006	Step 1 2.5% \$1,048.24 \$54,508	Step 2 5.0% \$1,100.66 \$57,234	Step 3 5.0% \$1,155.69 \$60,095	Step 4 5.0% \$1,213.47 \$63,100	Step 5 5.0% \$1,274.15 \$66,255						
FIREFIGHTER II 3008		Step 1 5.0% \$1,100.66 \$57,234	Step 2 5.0% \$1,155.69 \$60,095	Step 3 5.0% \$1,213.47 \$63,100	Step 4 5.0% \$1,274.15 \$66,255	Step 5 5.0% \$1,337.85 \$69,568	Step 6 5.0% \$1,404.75 \$73,046	Step 7 5.0% \$1,474.98 \$76,699	Step 8 5.0% \$1,548.73 \$80,534		
FF ENGINEER* 3011					Step 1 5.0% \$1,274.15 \$66,255	Step 2 5.0% \$1,337.85 \$69,568	Step 3 5.0% \$1,404.75 \$73,046	Step 4 5.0% \$1,474.98 \$76,699	Step 5 5.0% \$1,548.73 \$80,534	Step 6 5.0% \$1,626.17 \$84,560	Step 7 2.5% \$1,666.82 \$86,674
FIRE CAPTAIN* 3016	Step 1 2.5% \$1,920.03 \$99,841	Step 2 2.5% \$1,968.03 \$102,338	Step 3 5.0% \$2,066.43 \$107,454	Step 4 2.5% \$2,118.09 \$110,141							

#### Fire Incentives

2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%  
2 Yr degree or Qualifying Military Service 5% (Captain not eligible)  
4 Yr degree 10% (Captain not eligible)

\*Planned 2.5-percent adjustment at the top of Fire Engineer and the top and bottom of Fire Captain in FY 2025

# Compensation and Benefits

Attachment E

## FY 2024 Salaried Pay Plan Structure

Effective July 1, 2023

Range	Minimum	Midpoint	Maximum
Range 1	\$48,385	\$60,481	\$75,601
Range 2	\$50,804	\$63,505	\$79,381
Range 3	\$53,344	\$66,680	\$83,351
Range 4	\$56,011	\$70,014	\$87,517
Range 5	\$58,813	\$73,516	\$91,895
Range 6	\$61,753	\$77,192	\$96,489
Range 7	\$64,841	\$81,051	\$101,313
Range 8	\$68,082	\$85,103	\$106,379
Range 9	\$71,486	\$89,358	\$111,697
Range 10	\$75,061	\$93,826	\$117,282
Range 11	\$78,814	\$98,518	\$123,147
Range 12	\$82,755	\$103,443	\$129,304
Range 13	\$86,892	\$108,615	\$135,769
Range 14	\$91,237	\$114,046	\$142,558
Range 15	\$95,799	\$119,749	\$149,686
Range 16	\$100,588	\$125,735	\$157,169
Range 17	\$105,618	\$132,023	\$165,028
Range 18	\$110,899	\$138,623	\$173,279
Range 19	\$116,444	\$145,555	\$181,944
Range 20	\$122,266	\$152,833	\$191,041
Range 21	\$134,493	\$168,116	\$210,145
Range 22	\$147,942	\$184,928	\$231,160
Range 23	\$162,737	\$203,421	\$254,276
Range 24	\$179,010	\$223,763	\$279,703
Range 25	\$196,911	\$246,139	\$307,674
Range 26	\$226,448	\$283,060	\$353,825

# Compensation and Benefits

Attachment F

## FY 2024 Hourly Pay Plan Structure

**Effective July 1, 2023**

Range	Minimum	Midpoint	Maximum
Range 1	\$43,400	\$43,400	\$45,068
Range 2	\$43,400	\$43,400	\$47,322
Range 3	\$43,400	\$43,400	\$49,688
Range 4	\$43,400	\$43,400	\$52,171
Range 5	\$43,400	\$43,825	\$54,781
Range 6	\$43,400	\$46,015	\$57,519
Range 7	\$43,400	\$48,316	\$60,395
Range 8	\$43,400	\$50,732	\$63,415
Range 9	\$43,400	\$53,269	\$66,586
Range 10	\$44,746	\$55,932	\$69,915
Range 11	\$46,984	\$58,730	\$73,412
Range 12	\$49,333	\$61,667	\$77,083
Range 13	\$51,800	\$64,750	\$80,938
Range 14	\$54,390	\$67,988	\$84,985
Range 15	\$57,109	\$71,387	\$89,233
Range 16	\$59,966	\$74,957	\$93,697
Range 17	\$62,964	\$78,705	\$98,381
Range 18	\$66,112	\$82,640	\$103,300
Range 19	\$69,417	\$86,772	\$108,464
Range 20	\$72,888	\$91,110	\$113,887

**Effective January 6, 2024**

Range	Minimum	Midpoint	Maximum
Range 1	\$46,200	\$46,200	\$46,200
Range 2	\$46,200	\$46,200	\$47,322
Range 3	\$46,200	\$46,200	\$49,688
Range 4	\$46,200	\$46,200	\$52,171
Range 5	\$46,200	\$46,200	\$54,781
Range 6	\$46,200	\$46,200	\$57,519
Range 7	\$46,200	\$48,316	\$60,395
Range 8	\$46,200	\$50,732	\$63,415
Range 9	\$46,200	\$53,269	\$66,586
Range 10	\$46,200	\$55,932	\$69,915
Range 11	\$46,984	\$58,730	\$73,412
Range 12	\$49,333	\$61,667	\$77,083
Range 13	\$51,800	\$64,750	\$80,938
Range 14	\$54,390	\$67,988	\$84,985
Range 15	\$57,109	\$71,387	\$89,233
Range 16	\$59,966	\$74,957	\$93,697
Range 17	\$62,964	\$78,705	\$98,381
Range 18	\$66,112	\$82,640	\$103,300
Range 19	\$69,417	\$86,772	\$108,464
Range 20	\$72,888	\$91,110	\$113,887