

## Market Movement Summary

(Average Percent Change)

Source	2016 Actual Market Movement	2017 Actual Market Movement	2018 Actual Market Movement	2019 Actual Market Movement	2020 Projected Market Movement (to date)	5 Year Average Market Movement
National Statistics Provided by World at Work, Hewitt, Mercer	3.0	3.0	3.1	3.0	3.0	3.0
National Municipalities	2.4	2.5	3.0	2.5	3.0	2.7
Charlotte Area Municipalities	3.0	3.2	3.2	3.0	3.0	3.1
Large Charlotte Employers (private sector)	2.8	2.8	2.7	3.0	3.0	2.9
The Employers Association	3.0	3.0	3.1	3.4	3.2	3.1
City of Charlotte Salaried Pay Plan	1.5	3.0	3.0	3.0	3.0 (Benchmark)	2.7

# Recommended FY 2020 Public Safety Pay Plan

## FY 2020 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	Step 7	Step 8	Step 9 <sup>1</sup>	Step 10 <sup>1</sup>	Step 11	SPO I	SPO II
<b>POLICE OFFICER 3102</b>	5.0% \$866.94 <b>\$45,081</b>	5.0% \$910.29 <b>\$47,335</b>	5.0% \$955.80 <b>\$49,702</b>	5.0% \$1,003.59 <b>\$52,187</b>	5.0% \$1,053.77 <b>\$54,796</b>	5.0% \$1,106.46 <b>\$57,536</b>	5.0% \$1,161.78 <b>\$60,413</b>	5.0% \$1,219.87 <b>\$63,433</b>	2.5% \$1,250.36 <b>\$65,019</b>	2.5% \$1,281.62 <b>\$66,644</b>	5.0% \$1,345.71 <b>\$69,977</b>	5.0% \$1,413.00 <b>\$73,476</b>	5.0% \$1,483.65 <b>\$77,150</b>
<b>POLICE SERGEANT 3110</b>	Step 1 <sup>2</sup> 15.4% \$1,630.94 <b>\$84,809</b>	Step 2 2.5% \$1,671.70 <b>\$86,928</b>	Step 3 2.5% \$1,713.50 <b>\$89,102</b>	Step 4 5.0% \$1,799.17 <b>\$93,557</b>	Step 5 5.0% \$1,889.13 <b>\$98,235</b>	<div>Police Incentives</div> <div>2nd Language, Training Officer 5%</div> <div>2 Yr degree 5% (Srg and RAC not eligible)</div> <div>4 Yr degree 10% (Srg and RAC not eligible)</div>							Proposed beginning December 2020
Proposed FY 2021 pay actions					Proposed beginning December 2020								
1. Consolidate steps 9 and 10 in FY 2021													

1. Consolidate steps 9 and 10 in FY 2021
2. Eliminate Sergeant step 1 in FY 2021

Note: Response Area Commanders will remain seven percent above top Sergeant pay.

<b>FIREFIGHTER I 3006</b>	Step 1 5.0% \$824.69 <b>\$42,884</b>	Step 2 5.0% \$865.92 <b>\$45,028</b>	Step 3 5.0% \$909.21 <b>\$47,279</b>	Step 4 5.0% \$954.66 <b>\$49,642</b>	Step 5 5.0% \$1,002.39 <b>\$52,124</b>											
<b>FIREFIGHTER II 3008</b>				Step 1 5.0% \$954.66 <b>\$49,642</b>	Step 2 5.0% \$1,002.39 <b>\$52,124</b>	Step 3 5.0% \$1,052.52 <b>\$54,731</b>	Step 4 2.5% \$1,078.83 <b>\$56,099</b>	Step 5 2.5% \$1,105.80 <b>\$57,502</b>	Step 6 2.5% \$1,133.45 <b>\$58,939</b>	Step 7 2.5% \$1,161.79 <b>\$60,413</b>	Step 8 2.5% \$1,190.84 <b>\$61,924</b>	Step 9 2.5% \$1,220.61 <b>\$63,472</b>	Step 10 2.5% \$1,251.12 <b>\$65,058</b>	Step 11 2.5% \$1,282.40 <b>\$66,685</b>		
<b>FF ENGINEER 3011</b>							Step 1 2.5% \$1,078.83 <b>\$56,099</b>	Step 2 2.5% \$1,105.80 <b>\$57,502</b>	Step 3 2.5% \$1,133.45 <b>\$58,939</b>	Step 4 2.5% \$1,161.79 <b>\$60,413</b>	Step 5 2.5% \$1,190.84 <b>\$61,924</b>	Step 6 2.5% \$1,220.61 <b>\$63,472</b>	Step 7 2.5% \$1,251.12 <b>\$65,058</b>	Step 8 2.5% \$1,282.40 <b>\$66,685</b>	Step 9 2.5% \$1,314.46 <b>\$68,352</b>	Step 10 2.5% \$1,347.32 <b>\$70,061</b>
<b>FIRE CAPTAIN 3016</b>	Step 1 12.5% \$1,515.73 <b>\$78,818</b>	Step 2 2.5% \$1,553.63 <b>\$80,789</b>	Step 3 2.5% \$1,592.47 <b>\$82,808</b>	Step 4 5.0% \$1,672.09 <b>\$86,949</b>	Step 5 5.0% \$1,755.69 <b>\$91,296</b>	<div>Fire Incentives</div> <hr/> 2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5% 2 Yr degree 5% (Captain not eligible) 4 Yr degree 10% (Captain not eligible)										

Proposed FY 2021 pay actions

Consolidate two or more steps and add a 2.5 percent step to the top of Firefighter II in November 2020

Consolidate two or more steps and add a five percent step to the top of Firefighter Engineer in November 2020

Eliminate Fire Captain step 1 and adjust remaining steps by 3.75 percent each after any market adjustment has been applied effective November 2020

**Recommended FY 2020  
Salaried Pay Plan Structure**  
Effective July 6, 2019

<b>Range</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Range 1	\$44,703	\$55,879	\$69,848
Range 2	\$46,938	\$58,673	\$73,341
Range 3	\$49,285	\$61,606	\$77,008
Range 4	\$51,750	\$64,687	\$80,859
Range 5	\$54,337	\$67,922	\$84,902
Range 6	\$57,054	\$71,318	\$89,147
Range 7	\$59,907	\$74,884	\$93,605
Range 8	\$62,902	\$78,628	\$98,285
Range 9	\$66,047	\$82,559	\$103,199
Range 10	\$69,350	\$86,687	\$108,359
Range 11	\$72,817	\$91,021	\$113,777
Range 12	\$76,458	\$95,572	\$119,466
Range 13	\$80,281	\$100,351	\$125,439
Range 14	\$84,295	\$105,369	\$131,711
Range 15	\$88,510	\$110,637	\$138,296
Range 16	\$92,935	\$116,169	\$145,211
Range 17	\$97,582	\$121,977	\$152,472
Range 18	\$102,461	\$128,076	\$160,095
Range 19	\$107,584	\$134,480	\$168,100
Range 20	\$112,963	\$141,204	\$176,505
Range 21	\$124,260	\$155,324	\$194,156
Range 22	\$136,686	\$170,857	\$213,571
Range 23	\$150,354	\$187,943	\$234,928
Range 24	\$165,389	\$206,737	\$258,421
Range 25	\$181,928	\$227,411	\$284,263
Range 26	\$209,218	\$261,522	\$326,903

**Recommended FY 2020  
Hourly Pay Plan Structure  
Effective December 7, 2019**

<b>Range</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Range 1	\$32,781	\$32,781	\$40,839
Range 2	\$32,781	\$34,304	\$42,880
Range 3	\$32,781	\$36,019	\$45,024
Range 4	\$32,781	\$37,820	\$47,275
Range 5	\$32,781	\$39,711	\$49,639
Range 6	\$33,357	\$41,696	\$52,120
Range 7	\$35,025	\$43,781	\$54,726
Range 8	\$36,776	\$45,970	\$57,463
Range 9	\$38,615	\$48,269	\$60,337
Range 10	\$40,546	\$50,683	\$63,354
Range 11	\$42,574	\$53,217	\$66,522
Range 12	\$44,703	\$55,879	\$69,848
Range 13	\$46,938	\$58,673	\$73,341
Range 14	\$49,285	\$61,606	\$77,008
Range 15	\$51,750	\$64,687	\$80,859
Range 16	\$54,337	\$67,922	\$84,902
Range 17	\$57,054	\$71,318	\$89,147
Range 18	\$59,907	\$74,884	\$93,605
Range 19	\$62,902	\$78,628	\$98,285
Range 20	\$66,047	\$82,559	\$103,199

Note: Minimum pay will change to \$33,280 by the end of FY 2020