

Attachment A

Market Movement Summary

(Average Percent Change)

Source	2017 Actual Market Movement	2018 Actual Market Movement	2019 Actual Market Movement	2020 Actual Market Movement	2021 Projected Market Movement (to date)	5 Year Average Market Movement
National Statistics Provided by World at Work, Hewitt, Mercer	3.0	3.1	3.0	3.0	3.0	3.0
The Employers Association	3.0	3.1	3.4	3.5	3.3	3.3
City of Charlotte Salaried Pay Plan	3.0	3.0	3.0	3.0	3.0 (Benchmark)	3.0

Recommended FY 2021 Public Safety Pay Plan Effective July 4, 2020

FY 2021 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	Step 10	SPO I	SPO II
POLICE OFFICER 3102	\$879.94 \$45,757	5.0% \$923.94 \$48,045	5.0% \$970.14 \$50,447	5.0% \$1,018.65 \$52,970	5.0% \$1,069.58 \$55,618	5.0% \$1,123.06 \$58,399	5.0% \$1,179.21 \$61,319	5.0% \$1,238.17 \$64,385	5.0% \$1,300.08 \$67,604	5.0% \$1,365.08 \$70,984	5.0% \$1,433.34 \$74,533	5.0% \$1,505.00 \$78,260
POLICE SERGEANT 3110	Step 1 * \$1,655.40 \$86,081	Step 2 2.5% \$1,696.78 \$88,232	Step 3 2.5% \$1,739.20 \$90,438	Step 4 5.0% \$1,826.16 \$94,960	Step 5 5.0% \$1,917.47 \$99,708	<div> <div>Police Incentives</div> <div> 2nd Language, Training Officer 5% 2 Yr degree 5% (Srg and RAC not eligible) 4 Yr degree 10% (Srg and RAC not eligible) </div> </div>						Propose beginning December 2020
* Propose Step 1 Eliminated December 2020					Propose beginning December 2020							

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

<div>FIRE FIGHTER I 3006</div>	<div>Step 1 5.0% \$837.06 \$43,527</div>	<div>Step 2 5.0% \$878.91 \$45,703</div>	<div>Step 3 5.0% \$922.85 \$47,988</div>	<div>Step 4 5.0% \$968.98 \$50,387</div>	<div>Step 5 5.0% \$1,017.43 \$52,906</div>												
<div>FIRE FIGHTER II 3008</div>				<div>Step 1 5.0% \$968.98 \$50,387</div>	<div>Step 2 5.0% \$1,017.43 \$52,906</div>	<div>Step 3 5.0% \$1,068.31 \$55,552</div>	<div>Step 4 2.5% \$1,095.02 \$56,941</div>	<div>Step 5 2.5% \$1,122.39 \$58,364</div>	<div>Step 6 2.5% \$1,150.45 \$59,823</div>	<div>Step 7 2.5% \$1,179.22 \$61,319</div>	<div>Step 8 2.5% \$1,208.71 \$62,853</div>	<div>Step 9 2.5% \$1,238.92 \$64,424</div>	<div>Step 10 2.5% \$1,269.89 \$66,034</div>	<div>Step 11 2.5% \$1,301.63 \$67,685</div>			
<div>FF ENGINEER 3011</div>							<div>Step 1 2.5% \$1,095.02 \$56,941</div>	<div>Step 2 2.5% \$1,122.39 \$58,364</div>	<div>Step 3 2.5% \$1,150.45 \$59,823</div>	<div>Step 4 2.5% \$1,179.22 \$61,319</div>	<div>Step 5 2.5% \$1,208.71 \$62,853</div>	<div>Step 6 2.5% \$1,238.92 \$64,424</div>	<div>Step 7 2.5% \$1,269.89 \$66,034</div>	<div>Step 8 2.5% \$1,301.63 \$67,685</div>	<div>Step 9 2.5% \$1,334.18 \$69,377</div>	<div>Step 10 2.5% \$1,367.53 \$71,112</div>	
<div>FIRE CAPTAIN 3016</div>	<div>Step 1 2.5% \$1,538.47 \$80,000</div>	<div>Step 2 2.5% \$1,576.93 \$82,001</div>	<div>Step 3 2.5% \$1,616.36 \$84,051</div>	<div>Step 4 5.0% \$1,697.18 \$88,253</div>	<div>Step 5 5.0% \$1,782.04 \$92,666</div>												

Fire Incentives

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

Recommended FY 2021 Public Safety Pay Plan Effective November 14, 2020

FY 2021 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	Step 10	SPO I	SPO II
	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
POLICE OFFICER 3102	\$879.94	\$923.94	\$970.14	\$1,018.65	\$1,069.58	\$1,123.06	\$1,179.21	\$1,238.17	\$1,300.08	\$1,365.08	\$1,433.34	\$1,505.00
	\$45,757	\$48,045	\$50,447	\$52,970	\$55,618	\$58,399	\$61,319	\$64,385	\$67,604	\$70,984	\$74,533	\$78,260
POLICE SERGEANT 3110	Step 1 *	Step 2	Step 3	Step 4	Step 5	<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>						Propose beginning December 2020
	2.5%	2.5%	5.0%	5.0%								
	\$1,655.40	\$1,696.78	\$1,739.20	\$1,826.16								
	\$86,081	\$88,232	\$90,438	\$94,960								
					Propose beginning December 2020							

* Propose Step 1 Eliminated December 2020

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

FIRE FIGHTER I 3006	Step 1 5.0% \$837.06 \$43,527	Step 2 5.0% \$878.91 \$45,703	Step 3 5.0% \$922.85 \$47,988	Step 4 5.0% \$968.98 \$50,387	Step 5 5.0% \$1,017.43 \$52,906												
FIRE FIGHTER II 3008				Step 1 5.0% \$968.98 \$50,387	Step 2 5.0% \$1,017.43 \$52,906	Step 3 5.0% \$1,068.31 \$55,552	Step 4 5.0% \$1,122.39 \$58,364	Step 5 5.0% \$1,179.22 \$61,319	Step 6 2.5% \$1,208.71 \$62,853	Step 7 2.5% \$1,238.92 \$64,424	Step 8 2.5% \$1,269.89 \$66,034	Step 9 2.5% \$1,301.63 \$67,685	Step 10 2.5% \$1,334.18 \$69,377				
FF ENGINEER 3011						Step 1 5.0% \$1,122.39 \$58,364	Step 2 5.0% \$1,179.22 \$61,319	Step 3 2.5% \$1,208.71 \$62,853	Step 4 2.5% \$1,238.92 \$64,424	Step 5 2.5% \$1,269.89 \$66,034	Step 6 2.5% \$1,301.63 \$67,685	Step 7 2.5% \$1,334.18 \$69,377	Step 8 2.5% \$1,367.53 \$71,112	Step 9 2.5% \$1,401.72 \$72,889	Step 10 2.5% \$1,436.76 \$74,712		
FIRE CAPTAIN 3016	Step 1 5.0% \$1,636.07 \$85,076	Step 2 2.5% \$1,676.97 \$87,203	Step 3 5.0% \$1,760.82 \$91,563	Step 4 5.0% \$1,848.86 \$96,141	<div>Fire Incentives</div> <div>2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%</div> <div>2 Yr degree 5% (Captain not eligible)</div> <div>4 Yr degree 10% (Captain not eligible)</div>												

**Recommended FY 2021
Salaried Pay Plan Structure**
Effective July 4, 2020

Range	Minimum	Midpoint	Maximum
Range 1	\$45,374	\$56,717	\$70,896
Range 2	\$47,642	\$59,553	\$74,441
Range 3	\$50,025	\$62,531	\$78,164
Range 4	\$52,526	\$65,657	\$82,071
Range 5	\$55,153	\$68,941	\$86,176
Range 6	\$57,910	\$72,388	\$90,485
Range 7	\$60,806	\$76,007	\$95,009
Range 8	\$63,846	\$79,807	\$99,759
Range 9	\$67,038	\$83,797	\$104,746
Range 10	\$70,390	\$87,987	\$109,984
Range 11	\$73,910	\$92,387	\$115,484
Range 12	\$77,605	\$97,006	\$121,258
Range 13	\$81,485	\$101,856	\$127,320
Range 14	\$85,559	\$106,949	\$133,686
Range 15	\$89,838	\$112,297	\$140,371
Range 16	\$94,329	\$117,911	\$147,389
Range 17	\$99,046	\$123,807	\$154,759
Range 18	\$103,998	\$129,997	\$162,496
Range 19	\$109,198	\$136,497	\$170,621
Range 20	\$114,658	\$143,322	\$179,153
Range 21	\$126,123	\$157,654	\$197,068
Range 22	\$138,736	\$173,420	\$216,775
Range 23	\$152,610	\$190,762	\$238,453
Range 24	\$167,870	\$209,838	\$262,298
Range 25	\$184,658	\$230,822	\$288,528
Range 26	\$212,356	\$265,445	\$331,806

**Recommended FY 2021
Hourly Pay Plan Structure
Effective December 5, 2020**

Range	Minimum	Midpoint	Maximum
Range 1	\$33,280	\$33,273	\$41,591
Range 2	\$33,280	\$34,819	\$43,524
Range 3	\$33,280	\$36,560	\$45,700
Range 4	\$33,280	\$38,387	\$47,984
Range 5	\$33,280	\$40,307	\$50,384
Range 6	\$33,858	\$42,322	\$52,903
Range 7	\$35,550	\$44,438	\$55,548
Range 8	\$37,328	\$46,660	\$58,325
Range 9	\$39,194	\$48,993	\$61,241
Range 10	\$41,154	\$51,443	\$64,304
Range 11	\$43,213	\$54,016	\$67,520
Range 12	\$45,374	\$56,717	\$70,896
Range 13	\$47,642	\$59,553	\$74,441
Range 14	\$50,025	\$62,531	\$78,164
Range 15	\$52,526	\$65,657	\$82,071
Range 16	\$55,153	\$68,941	\$86,176
Range 17	\$57,910	\$72,388	\$90,485
Range 18	\$60,806	\$76,007	\$95,009
Range 19	\$63,846	\$79,807	\$99,759
Range 20	\$67,038	\$83,797	\$104,746