

Public Safety Enhanced Compensation: Year 3

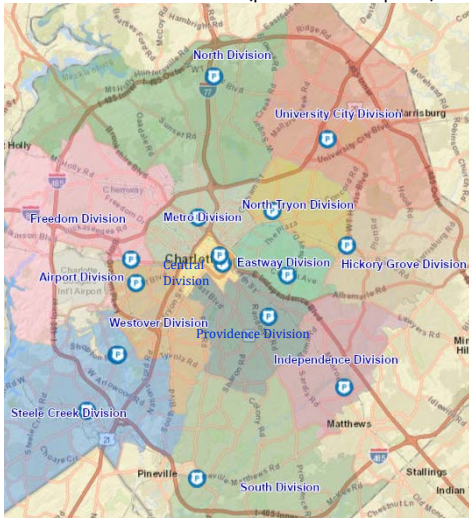
CITY COUNCIL BUDGET WORKSHOP, APRIL 7, 2021

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Police and Fire Typically Respond to More than 500,000 911 Calls Each Year

13 Police Divisions (plus CLT Airport)



42 Fire Stations



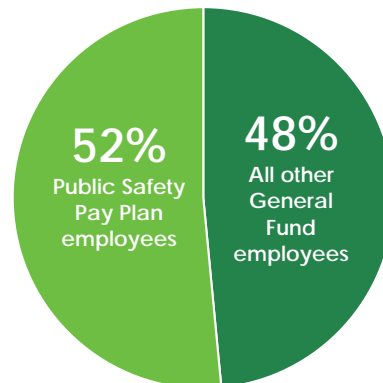
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Public Safety Pay Plan Employees Drive General Fund Costs

Number of Pay Plan Positions in FY 2021	
Firefighter (I and II)	595
Fire Engineer	201
Fire Captain	260
Subtotal Fire	1,056 positions
Police Officer	1,725
Police Sergeant	157
Subtotal Police	1,882 positions
Total	2,938 positions

General Fund Personnel Costs



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Implementing a Multi-Year Public Safety Pay Plan Strategy

- ◀ Work with the Public Safety Pay and Benefits Committee
- ◀ Use data to appropriately compare to cities nationally
- ◀ Focus on top pay to both retain and attract



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Two-Year Plan for CMPD Complete



National
Benchmarking

Two Year Plan for Police

FY 2019

- Police Officer top pay increased by 2.5%
- Police Officers and Police Sergeants received two steps in FY 2019

Implemented FY 2020

- Police Officer and Police Sergeant top pay increased by 5%
- Police Officer step 8 and above step dates moved up to July

Implemented FY 2021

- Police Officer and Police Sergeant top pay increased by 5% in December 2020

Other Pay Actions in Plan:

Reduced the number of steps in the Police Officer pay plan (to reach top pay sooner)

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One Remaining Year on 3-Year Plan for Fire



National
Benchmarking

Three Year Plan for Fire

Implemented FY 2019

Top Pay Increases:
2.5% Firefighter II
2.5% Fire Engineer
2.5% Fire Captain

Implemented FY 2020

Top Pay Increases:
2.5% Fire Engineer
2.5% Fire Captain

Implemented FY 2021

Top Pay Increases:
2.5% Firefighter II
5% Fire Engineer
3.75% Fire Captain

Planned FY 2022

Top Pay Increases:
2.5% Firefighter II
2.5% Fire Engineer
3.75% Fire Captain

Other Pay Actions in Plan:

Reduce the number of steps in the Firefighter and Fire Engineer pay plans (to reach top pay sooner)

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Four-Year Top Pay Impact of Enhanced Compensation

The table below includes 10% incentive pay for a 4-year degree (Firefighters, Engineers, and Officers)

	<u>FY 2018</u>	<u>Planned FY 2022</u>	<u>Change¹</u>
Firefighter II	\$69,124	\$79,396	15%
Fire Engineer	\$70,852	\$85,501	21%
Fire Captain	\$83,934	\$101,242	21%
Police Officer	\$72,580	\$87,377	20%
Police Sergeant	\$86,064	\$101,204	18%

¹Includes market adjustments and step increases from FY 2019-FY 2022.

Protecting Firefighters in Retirement

◀ Increase employer's contribution to Charlotte Firefighters Retirement System by 2%.

- No Employee Contribution Increase

◀ Increase 457 Retirement Contribution for Firefighters by 1% in January.

- Matches Fire to Police at 5%

FY 2022 Budget Impact of Enhanced Compensation

2.5% increase for Firefighter II and Engineer; 3.75% increase for Fire Captain (November)	\$1.0 Million
1% 457 Contribution increase for Firefighters (January)	\$0.43 Million
Enhanced Compensation Total:	\$1.43 Million
2% Employer Contribution Increase to Charlotte Firefighters Retirement System	\$1.67 Million

Recent Charlotte Investments in Firefighters (including planned FY 2022)

Fire Public Safety Pay Plan Top Step Increases from FY 2010-Planned FY 2022													Plan
Description	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Firefighter II	0%	0%	0%	7.5%	0%	0%	0%	0%	2.5%	2.5%	0%	2.5%	2.5%
Fire Engineer	0%	0%	0%	0%	0%	0%	0%	0%	2.5%	2.5%	2.5%	5%	2.5%
Fire Captain	0%	0%	0%	0%	0%	0%	0%	0%	2.5%	2.5%	2.5%	3.75%	3.75%

- ◀ **Increases for top step Firefighters beyond a typical pay plan over five fiscal years**
 - Captains-15%; Engineers 15%; Firefighter II's 10%
- ◀ **Increase in contribution to 401k/457 retirement plans to 5%**
 - Matches city contribution to Police
- ◀ **\$3 million more per year to the Charlotte Firefighter's Retirement System**
 - 16% employer contribution compared to 12.65% legislatively required

Initial Results Calendar year 2018 compared to 2020



Voluntary Resignations
(Reasons unrelated to performance)

Down 15%¹

New Recruit Applications

Up 21%

¹While down by 15% from 2018, voluntary resignations were higher in 2020 than 2019



Voluntary Resignations
(Reasons unrelated to performance)

Up 33%²

New Recruit Applications

Up 8%

²Charlotte Firefighters have an independent retirement system, resulting in low turnover. The 2018 to 2020 change was from 6 voluntary resignations to 8.

Questions?