

Public Safety Compensation

Tuesday, May 25, 2021

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Agenda

- **Additional step adjustments for GPD**
- **Starting Salary & Compression for GFD**
- **Reclassification, Starting Salary & Bonuses for GM 9-1-1**

Police

Quick Review

- **In September 2021 starting salary moves from Step 5, (Green Zone Minimum) to Step 7**
 - **\$38,987 to \$40,212**
- **After December 2021 structure adjustment starting salary becomes**
 - **\$41,217**

Police

- **Base starting salary will be higher than Durham, Fayetteville, High Point, Wilmington & Burlington**
- **\$3,000 salary adjustments to address compression with exempt officers in December 2021**
- **Two step movements to address non-exempt compression in December 2021**

Police Compression

- Included in Manager's Recommended Budget

| Pay Grade | Percent Increase |
|----------------------------|------------------|
| P02 – P05 Steps 14 & 15 | 2.8% – 4.4% |
| P02 – P05 Steps 1 – 13 | 6.4% – 8.2% |
| P01 | 6.5% – 8.2% |

- Council Consideration

| Pay Grade | Percent Increase |
|-------------------------------------|------------------|
| P02 – P05 Steps 14 & 15 adjusted | 4.9% – 5.1% |

Starting Salary for Firefighter

\$50,000 to:

- **Move starting salary to Control Point of \$38,642 in September**
- **Starting salary moves to \$39,608 after December 2021 Structure Adjustment**

Starting Salary for Firefighter

- **Base starting salary will be higher than Raleigh, Durham, Chapel Hill, Winston-Salem, High Point, Fayetteville & Asheville among others**

GFD Compression

\$40,000 to address:

- **22 Firefighters will move to new starting salary \$38,642**
- **Grades F02 – F05 move to Step 6 or Green Zone minimum in December 2021**

GFD Compression

Continued:

- **5 Battalion Chiefs who make less than Captains**
- **2 Assistant Chiefs who makes less than Battalion Chiefs**

GM 9-1-1 Reclassification

\$40,000:

- **Emergency Communications Specialist I reclassified from G09 to G10**
- **Incremental increase in Merit/Step**
- **Starting Salary is the Green Zone Minimum**

Starting Salary for ECS I

- **Starting Salary from \$35,964 to \$38,481 in October 2021**
- **Starting Salary to \$39,444 in December 2021**
- **Base starting salary will be higher than Raleigh, Winston-Salem, Durham & High Point.**

GM 9-1-1 Bonuses

Up to \$160,000:

- **Signing Bonuses for new employees**
- **Retention Bonuses for current employees**
 - **Bonus amount is 5% of Control Point**

GM 9-1-1 Bonuses

- **ECS I = \$2,138**
- **ECS II = \$2,288**
- **Master ECS = \$2,619**
- **Requires a 3 year commitment to stay employed**
- **If employee leaves, must repay in full**

Questions?