

GPD Salary Update

Tuesday April 6, 2021



Public Safety Benefits Comparison

	Greensboro	Charlotte	Raleigh	Durham	Winston-Salem	High Point	Kernersville	Martinsville, VA
Deductible	\$500	\$1,000	\$500	\$750	\$1,000	\$1,000	\$1,000	\$3,000
EE only costs	\$432	\$792	\$600/\$1,200*	\$999*	\$1,495*	\$434	\$1,020*	\$1,560
Dental Benefit	\$1,250/\$1,750	\$750/\$1,500	\$1,500	\$3,000	\$1,500	\$1,250	\$1,500	\$1,000
Life Insurance	2x	2x	1x	1x	1x	1x	2.5x	1x
Deferred Compensation	3.25% 5% LEO	3% 5% LEO	3% 5% LEO	5% 5% LEO	2% 5% LEO	1% 5% LEO	2% 5% LEO	-
Parental/Caregiver Leave	6 weeks	6 weeks	8 weeks	12 weeks	6 weeks	-	-	-
Annual Leave	12 days	12 days	12 days	12 days	10 days	10 days	12 days	12 days
Sick Leave	12 days	10 days	12 days	12 days	10 days	12 days	12 days	12 days
Holidays	13 days	11 days	13 days	11 days	11 days	11 days	11 days	13 days
Volunteer Leave	16 hours	-	-	48 hours	-	-	-	24 hours
Tuition Assistance	-	-	\$1,250	-	-	\$2,000	-	\$1,250

Public Safety Employees per capita (10,000 inhabitants)

Municipalities	Population	Number of Sworn Police Officers	Number of Police Officers per capita (10,000 inhabitants)	Number of Sworn Fire Fighters	Number of Fire Fighters per capita (10,000 inhabitants)
Greensboro	299,946	647	22	565	19
High Point	112,900	253	22	111	10
Winston Salem	251,762	524	21	360	14
Charlotte	905,318	1735	19	1059	12
Raleigh	481,958	770	16	560	12
Durham	282,737	498	18	406	14
Kernersville	25,281	65	26	71	28
Martinsville, VA	12,764	44	34	28	22

Police Starting Salaries & Incentives

Municipalities	Starting Salary Police	Education Incentives (AA, BA, BS)	Take home Car program	Other Incentives (military incentive, signing bonuses, increase after completion of the academy, language proficiency, and etc.)
Greensboro	\$38,987	One time payment: with A.A. (2,500), with B.A./B.S. (5,000)	Yes - Within Guilford County	N/A
High Point	\$40,357	5% Assoc degree 10% Ba degree	Yes - w/in 15 miles	5% Spanish language incentive after they pass a test.
Winston Salem	\$39,469	Yes- Starting Salary is based on level of education	Yes - Within Forsyth Co	5% Military Incentive, \$1,104 annual Spanish Speaking Incentive,
Charlotte	\$45,757	N/A	Yes - w/in Mecklenburg County	N/A
Raleigh	\$42,300	Annual Education Incentive Program \$660.00 for Associate's Degree, \$1,320.00 for Bachelor's Degree (all Police ranks)	Yes -within Raleigh City Limits	N/A
Durham	\$37,029	Not indicated	Not indicated	Not indicated
Kernersville	\$38,999	N/A	Yes - Within 12 mile radius of Town Limit	N/A
Martinsville, VA	\$35,791	1250 per year	N/A	N/A

Police Lieutenant Comparison

Municipalities	Population	Job Classifications (List all Sworn Job Classifications)	Nbr of EEs	Actual Salary Low	Actual Salary Average	Actual Salary High	Salary Range Min	Salary Range Mid (CP)	Salary Range Max
Greensboro	299,946	Police Lieutenant	22	77,569	82,837	91,493	63,254	84,338	105,423
High Point	112,900	Police Supervisor I	18	64,673	73,619	81,937	62,608	84,976	107,342
Winston Salem	251,762	Police Lieutenant	22	77,970	90,154	103,224	70,882		106,322
Charlotte	905,318	Police Lieutenant	61	95,896	102,621	110,616	106,949	85,559	133,686
Raleigh	481,958	Police Lieutenant	35	83,425	93,966	95,871	51,822	73,847	95,871
Durham	282,737	Police Lieutenant	19		84,546		61,643		95,629
Kernersville	25,281	Police Lieutenant	7	63,587	67,217	69,314	56,247	68,731	81,216
Martinsville, VA	12,764	Information not provided							



Police Captain Comparison

Municipalities	Population	Job Classifications (List all Sworn Job Classifications)	Nbr of EEs	Actual Salary Low	Actual Salary Average	Actual Salary High	Salary Range Min	Salary Range Mid (CP)	Salary Range Max
Greensboro	299,946	Police Captain	13	86,805	93,796	100,987	72,706	96,941	121,176
High Point	112,900	Police Commander I	7	83,583	87,176	91,158	72,478	98,370	124,262
Winston Salem	251,762	Police Captain	9	95,106	98,915	104,562	78,147		117,220
Charlotte	905,318	Police Captain	29	103,000	110,601	119,461	117,911	94,329	147,389
Raleigh	481,958	Police Captain	15	96,193	104,100	104,954	56,732	80,843	104,954
Durham	282,737	Police Captain	16		95,732		69,401		107,664
Kernersville	25,281	Police Captain	2	74,712	76,548	78,384	65,114	79,565	94,017
Martinsville, VA	12,764	Information not provided							

Possible GPD Salary Adjustments

Phase 1 – September 1, 2021 –

- Move minimum salary to \$40,212
- Move all current officers at or below Step 7 to Step 8 - \$41,170
- 70 employees
- \$101,550



Possible GPD Salary Adjustments

Phase 2 – December 1, 2021 –

- Compression Issues
- Assumes a 2.5% Step Structure Increase
- Eliminates Step 5 & 6
- Creates Step 12 & 13
- PO1-PO5 Will Move Two Steps (up to Step 14)
- Step Increases 2x Year for PO1 Up to Step 12
- \$550,805

Possible GPD Salary Adjustments

Phase 3 – December 1, 2021 –

- Compression Issues
- \$3,000 One Time Increase
- Officers Lieutenants/Above
- \$117,000



Possible GPD Salary Adjustments

Total annual cost:

Phase 1 (9/1/21)	\$101,550
Phase 2 (12/1/21)	\$550,805
<u>Phase 3 (12/1/21)</u>	<u>\$117,000</u>
Total	\$769,355

Possible GPD Salary Adjustments

- Staffing Study
 - Compared IACP and RTI Models
 - IACP Recommends 16 Additional Officers
 - Increase Proactive Time to 40%
 - Current Staffing - 27% Proactive
 - Split 8 FY 22 & 8 FY 23
 - Cost Approximately \$400,000

Possible GPD Salary Adjustments

- Questions