City of Charlotte
Comparison of Police Sworn Positions
FY2008

	Charlotte Avg.	Survey Avg.	% to Mkt
National			
Police Officer	51,183	50,318	101.72%
Sergeant	71,315	63,119	112.98%
Regional			
Police Officer	51,183	39,995	127.97%
Sergeant	71,315	58,497	121.91%
Local			
Police Officer	51,183	36,688	139.51%
Sergeant	71,315	48,488	147.08%

City of Charlotte
Comparison of Fire Rank Positions
FY2008

	Charlotte Avg.	Survey Avg.	% to Mkt
National			
Firefighter *	40,595	46,625	87.07%
Engineer	53,748	56,504	95.12%
Captain	69,554	63,908	108.83%
Regional			
Firefighter *	40,595	36,419	111.47%
Engineer	53,748	44,163	121.70%
Captain	69,554	55,210	125.98%
Local			
Firefighter *	40,595	29,698	136.69%
Engineer	53,748	39,921	134.64%
Captain	69,554	49,473	140.59%

* Weighted Average of FFI and FFII

City of Charlotte
Comparison of Police Sworn Positions
FY2009

	Charlotte Avg.	Survey Avg.	% to Mkt
National			
Police Officer	55,124	52,340	105.32%
Sergeant	76,007	69,516	109.34%
Regional			
Police Officer	55,124	44,842	122.93%
Sergeant	76,007	61,958	122.68%
Local			
Police Officer	55,124	40,037	137.68%
Sergeant	76,007	52,232	145.52%

City of Charlotte
Comparison of Fire Rank Positions
FY2009

	Charlotte Avg.	Survey Avg.	% to Mkt
National			
Firefighter *	48,924	48,484	100.91%
Engineer	57,910	60,972	94.98%
Captain	73,729	72,815	101.26%
Regional			
Firefighter *	48,924	41,507	117.87%
Engineer	57,910	47,330	122.35%
Captain	73,729	66,515	110.85%
Local			
Firefighter *	48,924	33,385	146.54%
Engineer	57,910	43,019	134.61%
Captain	73,729	51,132	144.19%

* Weighted Average of FFI and FFII

City of Charlotte
Comparison of Police Sworn Positions
FY2010

	Charlotte Avg.	Survey Avg.	% to Mkt
National			
Police Officer	54,666	55,898	97.80%
Sergeant	75,730	71,309	106.20%
Regional			
Police Officer	54,666	43,489	125.70%
Sergeant	75,730	61,817	122.51%
Local			
Police Officer	54,666	41,568	131.51%
Sergeant	75,730	54,228	139.65%

City of Charlotte
Comparison of Fire Rank Positions
FY2010

	Charlotte Avg.	Survey Avg.	% to Mkt
National			
Firefighter *	47,813	51,708	92.47%
Engineer	57,894	61,360	94.35%
Captain	73,148	70,882	103.20%
Regional			
Firefighter *	47,813	38,024	125.74%
Engineer	57,894	50,095	115.57%
Captain	73,148	60,487	120.93%
Local			
Firefighter *	47,813	33,946	140.85%
Engineer	57,894	44,676	129.59%
Captain	73,148	51,722	141.43%

* Weighted Average of FFI and FFII