

# COMPENSATION & BENEFITS



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# Compensation and Benefits

## EXECUTIVE SUMMARY

### Background

Human resource programs are developed and administered according to the Human Resources Philosophy adopted by City Council. The City of Charlotte is committed to attracting and retaining qualified, productive, and motivated employees who will provide efficient and effective services to its residents.

Compensation and benefits recommendations are guided by the mission to help employees thrive by creating a work environment that embraces diversity and recognizes and values the unique and changing needs of our workforce throughout their career life cycle.

FY 2023 guiding principles:

- Generally, pay will be based on performance while considering market conditions. This year, to address a tight labor market for certain hourly jobs and inflationary pressures in the economy, across-the-board increases are planned for hourly employees.
- Base pay is the primary type of pay used to maintain market competitiveness. City Council's approved policy is that market competitiveness for a specific job is based on the median of actual salaries paid in the applicable recruitment area for jobs of a similar nature.
- Employees may also be rewarded for attaining specific skills which make them more flexible and useful in helping the city meet its goals, such as language incentives.
- Benefits plans will provide an appropriate level of income protection against unexpected health, life, and disability risks.
- Health care costs will be aggressively managed with employees sharing in the cost of benefits.
- Wellness initiatives will be integrated across Human Resource programs.
- The Mayor and City Council may also receive annual compensation adjustments similar to City of Charlotte general employees.

### Survey of Market Conditions and Market Competitiveness

Market competitiveness is determined through ongoing surveys of the pay and benefits practices of other employers. Human Resources recently completed a review of local, regional, and national pay increase trends, as well as a review of employer benefits practices. Competitive practice survey information was compiled and analyzed from several consulting firms representing a significant number of employers. A summary of the average market movement can be found in **Attachment A**.

### Survey Findings

- According to the World at Work's *2021/2022 Salary Budget Survey*, respondents project salary budget increases for 2022 of 3.0 percent.

# Compensation and Benefits

- Mercer Consulting's *December 2021 U.S. Compensation Planning Pulse Survey* reports that projected compensation budgets are trending up. Merit increase budgets for 2022 are tracking at 3.2 percent.
- AON Hewitt's *Salary Increase and Turnover Study – December 2021* reports that 86 percent of organizations surveyed are projecting salary increases in 2022.
- According to the *2020 Society for Human Resource Management (SHRM) Benefits Survey*, delayed due to the COVID-19 pandemic, the top six benefits employers viewed as most important were healthcare, flexible work, leave, family friendly benefits, wellness, and retirement.
- The *Willis Towers Watson 2022 Global Medical Trends Survey* reports that Insurers expect mental and behavioral disorders to be the fastest-growing condition by incidence in the next 18 months, followed by cancer and musculoskeletal disorders. Insurers expect cancer to be the fastest-growing condition by cost in the next 18 months, followed by cardiovascular and musculoskeletal disorders. This is due in part to the lingering impact of the COVID-19 pandemic.
- According to the annual *Mercer National Survey of Employer-Sponsored Health Plans for 2021*, looking ahead to 2022, the majority of plan sponsors (60 percent) say they will not make plan changes of any type to reduce their expected cost increase. This is largely due to employers focusing their attention on enhancing benefits to support employees and staying competitive in a tight labor market, but the sharp cost increase suggests a need to prioritize how they will manage costs.

## **Awards and Recognitions**

- Recognized as part of the 2021 Healthiest 100 Workplaces in America. The City of Charlotte ranked 36th in 2021. This is up from 61st in 2020 and 92nd in 2019.
- First Place Winner Charlotte Business Journal Regions 2021 Healthiest Employers of Greater Charlotte.
- Recipient of the Silver Well Workplace from Wellness Council of America.
- Received the North Carolina Breastfeeding Coalition's Breastfeeding Friendly Business Award in 2022.

# Compensation and Benefits

## FY 2023 COMPENSATION RECOMMENDATIONS

### Public Safety Pay Plan

The city's Public Safety Pay Plan, as shown in **Attachments B, C, and D**, covers all Police classes below the rank of Police Lieutenant and all Fire classes below the rank of Battalion Fire Chief. There are two components to the Public Safety Pay Plan. The first is progression through the steps, and the second is market adjustments to the steps. The following recommendations are made:

- Merit steps of 2.5 percent to five percent to be funded.
- Revisions to Police steps effective July 2, 2022:
  - Eliminate Police Officer step one.
  - Increase step two to an amount 2.5 percent less than the current step three.
- Revisions to Fire steps effective July 2, 2022:
  - Eliminate Fire Fighter I step one, and add a new step to the top of Fire Fighter I
  - Increase step two to an amount 2.5 percent less than the current step three.
- Two market adjustments to the pay steps, each funded at 1.5 percent. The first adjustment will be effective July 2, 2022. The second adjustment will be effective January 7, 2023.
- Revisions to Fire steps effective November 12, 2022:
  - Merge Firefighter II steps seven and eight from two 2.5 percent steps to one five percent step.
  - Merge Firefighter II steps nine and ten from two 2.5 percent steps to one five percent step.
  - Merge Firefighter Engineer steps four and five from two 2.5 percent steps to one five percent step.
  - Merge Firefighter Engineer steps six and seven from 2.5 percent to one five percent step.
- Effective January 7, 2023, qualifying military service will be added as an eligible qualification for Police Officers, Firefighters I and II, and Firefighter Engineers to receive the existing five percent public safety educational incentive for a two-year degree.
- Three hours of court time for off-duty Police Officers.

### Salaried Pay Plan

The city's Salaried Pay Plan covers all salaried exempt city employees. This pay plan consists of 26 traditional ranges, each with a minimum and maximum. There is no general pay adjustment for employees in this pay plan like there is for employees in the Public Safety and the Hourly Pay Plans. Merit increases are based on the employee's performance and the employee's pay rate in relation to the competitive rate for their specific job. The following recommendations are made:

# Compensation and Benefits

- Merit increase pool funded at four percent.

Funding for a four percent merit pool. Departments are expected to manage within their department personnel services budget. Pay decisions will be based on an employee's level of performance and a comparison of current salary to the competitive rate for their specific job. Increases may be awarded as base pay and/or lump sum on the employee's merit date, with merit dates varying by employee throughout the year.

- Adjust the pay ranges up two percent effective July 2, 2022.  
A 2.0 percent market adjustment to the Salaried Pay Plan ranges, as reflected in Attachment E. The impact of this recommendation will be to change the minimum and maximum rates in the pay grades to ensure the Plan remains competitive in the marketplace. Because no employee salary falls below the minimum of their respective pay grade, no employee will receive an increase due to this recommendation.

## Hourly Pay Plan

The city's Hourly Pay Plan covers hourly employees in labor, trades, and administrative positions. This pay plan consists of 20 traditional ranges, each with a minimum and maximum. Typically, hourly employees receive an annual pay increase equal to the market adjustment to the Hourly Pay Plan and an annual merit increase. However, the labor market for these positions has been heavily impacted by certain job shortages and by wage pressures brought on by the highest rate of inflation seen since the 1970s. To help address these concerns, the following recommendations are made:

- Two across-the-board pay increases of four percent each. One effective July 2, 2022, and one January 7, 2023.
- A new minimum pay rate of \$20.00 per hour as of January 7, 2023. The following implementation plan is recommended in order to reach this goal.
  - After the four percent across-the-board increase, on July 2, 2022, the minimum pay for regular -hourly employees will become \$19.04 per hour. This will bring all regular-hourly employees, with good performance, hired prior to July 3, 2022, and making less than the \$19.04 pay rate up to this approved rate.
  - The city will apply another four percent across-the-board increase for regular-hourly employees on January 7, 2023. Any regular-hourly employee whose salary remains under \$20.00 per hour after the four percent across the board increase is applied will be brought up to the revised \$20.00 per hour minimum pay rate. This will bring all employees working 40-hours per week, with good performance, hired prior to January 8, 2022 to the new minimum \$20.00 per hour.
- Adjust the market pay ranges up 4.0 percent effective July 2, 2022.
- A four percent market adjustment to the Hourly Pay Plan ranges, as reflected in Attachment F. The impact of this recommendation will be to change the minimum and maximum rates in the pay grades to ensure the Plan remains competitive in the marketplace. Because no employee salary falls below the minimum of their respective pay grade, no employee will receive an increase due to this recommendation.
- A shift differential incentive of 2.5 percent beginning in January 2023, for employees in job assignments with multiple shifts, who are permanently assigned to either second or third shifts.
- Effective July 2, 2022, a Commercial Driver's License (CDL) premium of 2.5 percent for employees whose job classifications require this license.

# Compensation and Benefits

## FY 2023 BENEFITS RECOMMENDATIONS

- No employee medical plan premium increase.
- No non-Medicare-eligible medical plan premium increase for retirees with 20 years of service.
- Maintain the approved 10-day vacation benefit for new hires, yet change the accrual method to a one-time advancement of five days and accrual of five for the first year of employment.

### **Funding for Insurance Coverages**

The following group insurance coverages are provided and consistent with the Human Resources Philosophy adopted by the City Council: medical, including prescription drug; medical stop-loss; life; dental; employee assistance program; and disability coverage.

### **Health Coverage**

The city's medical insurance program is self-insured for active employees and non-Medicare retirees. Stop-loss insurance is purchased by the city to cover catastrophic claims that exceed \$500,000 per individual in a calendar year. Third-party claims administrators are retained to provide medical management services and pay medical and prescription drug claims. When budgeting for future costs, the two cost components for the medical insurance plan are the claims projected to incur and the administrative fees to be paid to the claims administrators. BlueCross BlueShield NC is the medical claims administrator and CVS Caremark is the prescription drug plan administrator. The city has a fully insured medical and prescription drug plan administered by AmWINS for Medicare-eligible retirees.

The following recommendations are being made:

### **Medical Plans**

- It is recommended to provide the City Manager or designee the authority to make plan design changes within the overall health insurance budget.

### **Prescription Drug Plan**

- CVS/Caremark is the prescription drug plan administrator. A rebidding process will be initiated in 2022.
- It is recommended that the City Manager or designee be authorized to select the vendor, set the plan design, and execute the contract and further contract amendments with the selected vendor upon completion of the rebidding process.

# Compensation and Benefits

## **Active Employee Health Plan Premiums**

- Effective January 1, 2023, no change to medical plan employee premiums for all plans and all tiers.
- It is recommended to provide the City Manager or designee the authority to establish the wellness incentive design within the overall health insurance budget.

## **Non-Medicare Retiree Health Plan Premiums**

- Effective, January 1, 2023, no change to the medical plan retiree premiums for all plans, all tiers for retirees with 20 years of service.

## **Medicare-Eligible Retiree Health Plan**

- This plan is fully insured and currently administered by AmWINS. Since these plans are fully insured, it is recommended that the City Manager or designee be authorized to approve rate adjustments, plan design changes, vendor contract renewals, and vendor changes as necessary to appropriately fund these plans upon receipt of renewal rates from the Administrator of the Medicare-eligible retiree coverage.
- No changes to the current cost-share philosophy for retirees in this plan are recommended



# Compensation and Benefits

## Stop Loss Insurance

- The city currently contracts with BlueCross BlueShield of North Carolina for stop-loss insurance to provide protection against catastrophic or unpredictable medical claims. The policy expires December 31, 2022.
- The city will be conducting a rebidding process for stop-loss insurance. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## COBRA Administration

- The city will be conducting a rebidding process for COBRA Administration. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and further contract amendments with the selected vendor(s) upon completion of the rebidding process.

## Voluntary Benefits

- The city is reviewing voluntary benefits for long-term care insurance, caregiving and financial resources. It is recommended that the City Manager or his designee be authorized to select a solution(s) and execute the contract and further contract amendments with the selected vendor upon completion of the bidding process.

## Vacation

- Currently, the city offers 10 days of vacation for new hires with vacation time accrued weekly. The approved FY 2021 Budget included a recommendation that the City Manager or designee be authorized to change the vacation from a weekly accrual to a twice per year advancement. Accordingly, it is now recommended to change the weekly accrual for new hires to a one-time five day advancement with the next five days accrued, not to exceed 10 days. This change only applies to the first year of employment, vacation allotment. Employees must have six-months of city service before vacation is available for payout.

# Compensation and Benefits

## Attachments

Attachment A – **Market Movement Summary**

Summary of actual market movement for 2019-2022, 2023 projected market movement, and the five-year market movement average.

Attachment B – **Recommended FY 2023 Public Safety Pay Plan Structure Effective July 2, 2022**

New minimum, maximum, and step rates in the Public Safety Pay Plan based on the first 1.5 percent structural market adjustment recommended for FY 2023.

Attachment C – **Recommended FY 2023 Public Safety Pay Plan Structure Effective November 12, 2022**

Structural revisions to Public Safety Pay Plan recommended for FY 2023.

Attachment D – **Recommended FY 2023 Public Safety Pay Plan Structure Effective January 7, 2023**

New minimum, maximum, and step rates in the Public Safety Pay Plan based on the second 1.5 percent structural market adjustment recommended for FY 2023.

Attachment E – **Recommended FY 2023 Salaried Pay Plan Structure**

New minimum and maximum rates in the Salaried Pay Plan based on the 2.0 percent structural adjustment recommended for FY 2023.

Attachment F – **Recommended FY 2023 Hourly Pay Plan Structure Effective July 2, 2022**

New minimum and maximum rates in the Hourly Pay Plan based on the 4.0 percent structural adjustment recommended for FY 2023.

Attachment G – **Recommended FY 2023 Hourly Pay Plan Structure Effective January 7, 2023**

New minimum and maximum rates in the Hourly Pay Plan based on the 4.0 percent structural adjustment recommended for FY 2023.

# Compensation and Benefits

Attachment A

## Market Movement Summary

(Average Percent Change)

Source	2019 Actual Market Movement	2020 Actual Market Movement	2021 Actual Market Movement	2022 Actual Market Movement	2023 Projected Market Movement	5 Year Average Market Movement
National Statistics Provided by World at Work, Hewitt, Mercer	3.0	3.0	2.9	3.4	3.9	3.2
National Municipalities	2.5	3.0	1.6	3.1	4.3	2.9
Charlotte Area Municipalities	3.0	3.0	3.7	4.3	Entities Yet To Determine	3.5
Large Charlotte Employers (private sector)	3.0	3.0	2.7	2.7	Entities Yet To Determine	2.9
City of Charlotte Salaried Pay Plan	3.0	3.0	3.0	3.0	4.0	3.2

# Compensation and Benefits

## Recommended FY 2023 Public Safety Pay Plan Effective July 2, 2022

### FY 2023 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	SPO I	SPO II
<b>POLICE OFFICER 3102</b>	\$975.08 <b>\$50,704</b>	2.5% \$999.46 <b>\$51,972</b>	5.0% \$1,049.43 <b>\$54,570</b>	5.0% \$1,101.90 <b>\$57,299</b>	5.0% \$1,157.00 <b>\$60,164</b>	5.0% \$1,214.85 <b>\$63,172</b>	5.0% \$1,275.59 <b>\$66,331</b>	5.0% \$1,339.37 <b>\$69,647</b>	5.0% \$1,406.34 <b>\$73,130</b>	5.0% \$1,476.66 <b>\$76,786</b>	5.0% \$1,550.49 <b>\$80,625</b>
<b>POLICE SERGEANT 3110</b>	Step 1 \$1,748.06 <b>\$90,899</b>	Step 2 2.5% \$1,791.77 <b>\$93,172</b>	Step 3 5.0% \$1,881.35 <b>\$97,830</b>	Step 4 5.0% \$1,975.42 <b>\$102,722</b>							

Police Incentives  
 2nd Language, Training Officer 5 percent  
 2 Yr degree 5 percent (Srg and RAC not eligible)  
 4 Yr degree 10 percent (Srg and RAC not eligible)

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

<b>FIREFIGHTER I 3006</b>	Step 1 \$929.21 <b>\$48,319</b>	Step 2 2.5% \$952.44 <b>\$49,527</b>	Step 3 5.0% \$1,000.06 <b>\$52,003</b>	Step 4 5.0% \$1,050.06 <b>\$54,603</b>	Step 5 5.0% \$1,102.56 <b>\$57,333</b>										
<b>FIREFIGHTER II 3008</b>			Step 1 \$1,000.06 <b>\$52,003</b>	Step 2 5.0% \$1,050.06 <b>\$54,603</b>	Step 3 5.0% \$1,102.56 <b>\$57,333</b>	Step 4 5.0% \$1,157.69 <b>\$60,200</b>	Step 5 5.0% \$1,215.58 <b>\$63,210</b>	Step 6 5.0% \$1,276.37 <b>\$66,371</b>	Step 7 2.5% \$1,308.27 <b>\$68,030</b>	Step 8 2.5% \$1,340.98 <b>\$69,731</b>	Step 9 2.5% \$1,374.50 <b>\$71,474</b>	Step 10 2.5% \$1,408.87 <b>\$73,261</b>			
<b>FF ENGINEER 3011</b>						Step 1 \$1,157.69 <b>\$60,200</b>	Step 2 5.0% \$1,215.58 <b>\$63,210</b>	Step 3 5.0% \$1,276.37 <b>\$66,371</b>	Step 4 2.5% \$1,308.27 <b>\$68,030</b>	Step 5 2.5% \$1,340.98 <b>\$69,731</b>	Step 6 2.5% \$1,374.50 <b>\$71,474</b>	Step 7 2.5% \$1,408.87 <b>\$73,261</b>	Step 8 2.5% \$1,444.08 <b>\$75,092</b>	Step 9 2.5% \$1,480.17 <b>\$76,969</b>	Step 10 2.5% \$1,517.19 <b>\$78,894</b>
<b>FIRE CAPTAIN 3016</b>	Step 1 \$1,748.72 <b>\$90,933</b>	Step 2 2.5% \$1,792.44 <b>\$93,207</b>	Step 3 5.0% \$1,882.06 <b>\$97,867</b>	Step 4 5.0% \$1,976.17 <b>\$102,761</b>											

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

# Compensation and Benefits

## Recommended FY 2023 Public Safety Pay Plan Effective November 12, 2022

### FY 2023 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	SPO I	SPO II
<b>POLICE OFFICER 3102</b>	\$975.08 <b>\$50,704</b>	2.5% \$999.46 <b>\$51,972</b>	5.0% \$1,049.43 <b>\$54,570</b>	5.0% \$1,101.90 <b>\$57,299</b>	5.0% \$1,157.00 <b>\$60,164</b>	5.0% \$1,214.85 <b>\$63,172</b>	5.0% \$1,275.59 <b>\$66,331</b>	5.0% \$1,339.37 <b>\$69,647</b>	5.0% \$1,406.34 <b>\$73,130</b>	5.0% \$1,476.66 <b>\$76,786</b>	5.0% \$1,550.49 <b>\$80,625</b>

	Step 1	Step 2	Step 3	Step 4
<b>POLICE SERGEANT 3110</b>	\$1,748.06 <b>\$90,899</b>	2.5% \$1,791.77 <b>\$93,172</b>	5.0% \$1,881.35 <b>\$97,830</b>	5.0% \$1,975.42 <b>\$102,722</b>

Police Incentives  
 2nd Language, Training Officer 5%  
 2 Yr degree 5% (Srg and RAC not eligible)  
 4 Yr degree 10% (Srg and RAC not eligible)

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

<b>FIREFIGHTER I 3006</b>	Step 1 \$930.31 <b>\$48,376</b>	Step 2 2.5% \$953.58 <b>\$49,586</b>	Step 3 5.0% \$1,001.25 <b>\$52,065</b>	Step 4 5.0% \$1,051.31 <b>\$54,668</b>	Step 5 5.0% \$1,103.88 <b>\$57,402</b>									
<b>FIREFIGHTER II 3008</b>			Step 1 \$1,001.25 <b>\$52,065</b>	Step 2 5.0% \$1,051.31 <b>\$54,668</b>	Step 3 5.0% \$1,103.88 <b>\$57,402</b>	Step 4 5.0% \$1,159.08 <b>\$60,272</b>	Step 5 5.0% \$1,217.04 <b>\$63,286</b>	Step 6 5.0% \$1,277.87 <b>\$66,449</b>	Step 7 5.0% \$1,341.77 <b>\$69,772</b>	Step 8 5.0% \$1,408.87 <b>\$73,261</b>				
<b>FF ENGINEER 3011</b>						Step 1 \$1,159.08 <b>\$60,272</b>	Step 2 5.0% \$1,217.04 <b>\$63,286</b>	Step 3 5.0% \$1,277.87 <b>\$66,449</b>	Step 4 5.0% \$1,341.77 <b>\$69,772</b>	Step 5 5.0% \$1,408.87 <b>\$73,261</b>	Step 6 2.5% \$1,444.08 <b>\$75,092</b>	Step 7 2.5% \$1,480.17 <b>\$76,969</b>	Step 8 2.5% \$1,517.19 <b>\$78,894</b>	
<b>FIRE CAPTAIN 3016</b>	Step 1 \$1,748.72 <b>\$90,933</b>	Step 2 2.5% \$1,792.44 <b>\$93,207</b>	Step 3 5.0% \$1,882.06 <b>\$97,867</b>	Step 4 5.0% \$1,976.17 <b>\$102,761</b>										

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)

# Compensation and Benefits

## Recommended FY 2023 Public Safety Pay Plan Effective January 7, 2023

### FY 2023 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	SPO I	SPO II
<b>POLICE OFFICER 3102</b>	\$989.71 \$51,465	2.5% \$1,014.45 \$52,751	5.0% \$1,065.17 \$55,389	5.0% \$1,118.43 \$58,158	5.0% \$1,174.36 \$61,067	5.0% \$1,233.07 \$64,120	5.0% \$1,294.72 \$67,325	5.0% \$1,359.46 \$70,692	5.0% \$1,427.44 \$74,227	5.0% \$1,498.81 \$77,938	5.0% \$1,573.75 \$81,835
<b>POLICE SERGEANT 3110</b>	\$1,774.28 \$92,263	2.5% \$1,818.65 \$94,570	5.0% \$1,909.57 \$99,298	5.0% \$2,005.05 \$104,263	<p style="text-align: center;">Police Incentives</p> <p>2nd Language, Training Officer 5%</p> <p>2 Yr degree or Qualifying Military Service 5% (Srg and RAC not eligible)</p> <p>4 Yr degree 10% (Srg and RAC not eligible)</p>						

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

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14					
<b>FIREFIGHTER I 3006</b>	\$944.26 \$49,102	2.5% \$967.88 \$50,330	5.0% \$1,016.27 \$52,846	5.0% \$1,067.08 \$55,488	5.0% \$1,120.44 \$58,263	<p style="text-align: center;">Fire Incentives</p> <p>2nd Language, Haz-Mat, Search &amp; Rescue, Dive, Aircraft Rescue 5%</p> <p>2 Yr degree or Qualifying Military Service 5% (Captain not eligible)</p> <p>4 Yr degree 10% (Captain not eligible)</p>													
<b>FIREFIGHTER II 3008</b>			Step 1 \$1,016.27 \$52,846	Step 2 \$1,067.08 \$55,488	Step 3 \$1,120.44 \$58,263										Step 4 \$1,176.46 \$61,176	Step 5 \$1,235.29 \$64,235	Step 6 \$1,297.03 \$67,446	Step 7 \$1,361.90 \$70,819	Step 8 \$1,430.00 \$74,360
<b>FF ENGINEER 3011</b>															Step 1 \$1,176.46 \$61,176	Step 2 \$1,235.29 \$64,235	Step 3 \$1,297.03 \$67,446	Step 4 \$1,361.90 \$70,819	Step 5 \$1,430.00 \$74,360
<b>FIRE CAPTAIN 3016</b>	\$1,774.95 \$92,297	2.5% \$1,819.33 \$94,605	5.0% \$1,910.29 \$99,335	5.0% \$2,005.81 \$104,302	<p style="text-align: center;">Fire Incentives</p> <p>2nd Language, Haz-Mat, Search &amp; Rescue, Dive, Aircraft Rescue 5%</p> <p>2 Yr degree or Qualifying Military Service 5% (Captain not eligible)</p> <p>4 Yr degree 10% (Captain not eligible)</p>														

# Compensation and Benefits

Attachment E

## Recommended FY 2023 Salaried Pay Plan Structure Effective July 2, 2022

Range	Minimum	Midpoint	Maximum
Range 1	\$46,975	\$58,719	\$73,399
Range 2	\$49,324	\$61,655	\$77,069
Range 3	\$51,791	\$64,738	\$80,923
Range 4	\$54,380	\$67,975	\$84,968
Range 5	\$57,100	\$71,375	\$89,218
Range 6	\$59,955	\$74,943	\$93,679
Range 7	\$62,952	\$78,690	\$98,363
Range 8	\$66,099	\$82,624	\$103,280
Range 9	\$69,404	\$86,755	\$108,444
Range 10	\$72,874	\$91,093	\$113,866
Range 11	\$76,519	\$95,648	\$119,560
Range 12	\$80,344	\$100,430	\$125,538
Range 13	\$84,361	\$105,452	\$131,814
Range 14	\$88,579	\$110,724	\$138,405
Range 15	\$93,009	\$116,261	\$145,326
Range 16	\$97,659	\$122,073	\$152,592
Range 17	\$102,542	\$128,177	\$160,222
Range 18	\$107,669	\$134,586	\$168,232
Range 19	\$113,052	\$141,315	\$176,644
Range 20	\$118,705	\$148,381	\$185,477
Range 21	\$130,575	\$163,219	\$204,024
Range 22	\$143,633	\$179,542	\$224,427
Range 23	\$157,997	\$197,496	\$246,870
Range 24	\$173,796	\$217,245	\$271,557
Range 25	\$191,176	\$238,970	\$298,713
Range 26	\$219,852	\$274,815	\$343,519

# Compensation and Benefits

Attachment F

**Recommended FY 2023  
Hourly Pay Plan Structure  
Effective July 2, 2022**

<b>Range</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Range 1	\$39,614	\$39,614	\$43,755
Range 2	\$39,614	\$39,614	\$45,944
Range 3	\$39,614	\$39,614	\$48,241
Range 4	\$39,614	\$40,521	\$50,652
Range 5	\$39,614	\$42,548	\$53,185
Range 6	\$39,614	\$44,675	\$55,844
Range 7	\$39,614	\$46,909	\$58,636
Range 8	\$39,614	\$49,254	\$61,568
Range 9	\$41,374	\$51,717	\$64,646
Range 10	\$43,443	\$54,303	\$67,879
Range 11	\$45,615	\$57,019	\$71,274
Range 12	\$47,896	\$59,870	\$74,838
Range 13	\$50,291	\$62,864	\$78,580
Range 14	\$52,806	\$66,008	\$82,510
Range 15	\$55,446	\$69,308	\$86,634
Range 16	\$58,219	\$72,774	\$90,968
Range 17	\$61,130	\$76,413	\$95,516
Range 18	\$64,186	\$80,233	\$100,291
Range 19	\$67,395	\$84,244	\$105,305
Range 20	\$70,765	\$88,456	\$110,570

Structure adjustment of 4% and FY 2022 ending minimum rate of pay adjusted by the first across the board increase of 4%



# Compensation and Benefits

Attachment G

**Recommended FY 2023  
Hourly Pay Plan Structure  
Effective January 7, 2023**

Range	Minimum	Midpoint	Maximum
Range 1	\$41,600	\$41,600	\$43,755
Range 2	\$41,600	\$41,600	\$45,944
Range 3	\$41,600	\$41,600	\$48,241
Range 4	\$41,600	\$41,600	\$50,652
Range 5	\$41,600	\$42,548	\$53,185
Range 6	\$41,600	\$44,675	\$55,844
Range 7	\$41,600	\$46,909	\$58,636
Range 8	\$41,600	\$49,254	\$61,568
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Range 13	\$50,291	\$62,864	\$78,580
Range 14	\$52,806	\$66,008	\$82,510
Range 15	\$55,446	\$69,308	\$86,634
Range 16	\$58,219	\$72,774	\$90,968
Range 17	\$61,130	\$76,413	\$95,516
Range 18	\$64,186	\$80,233	\$100,291
Range 19	\$67,395	\$84,244	\$105,305
Range 20	\$70,765	\$88,456	\$110,570

July 2, 2023 minimum rate of pay adjusted by the second across the board increase of 4%