

**RESOLUTION AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM
PERSONNEL RESOLUTION TO IMPLEMENT MILITARY INCENTIVE PAY FOR
ELIGIBLE SWORN POLICE AND CERTIFIED FIRE PERSONNEL**

WHEREAS, on June 19, 2017, the Winston-Salem City Council took the following actions: (1) adopted a budget for FY 2017-18 that contained \$646,000 to implement military incentive pay for sworn police and certified fire personnel, and (2) directed staff to bring to the August Public Safety Committee a detailed proposal for implementing the military incentive pay within the approved budget; and

WHEREAS, the implementation of military incentive pay will give the City a competitive advantage when recruiting former military personnel for sworn police and certified fire jobs since many of the City's competitors for these job candidates do not provide this type of incentive; and

WHEREAS, the ability to secure candidates with military training is important because this training equips applicants with a skill set that positions them as excellent candidates for performing the work required of sworn police and certified fire; and

WHEREAS, currently, there are 149 sworn police and certified fire employees who are active military or have been honorably discharged from the Army, Navy, Air Force, Marines and Coast Guard, their Reserve units, and the National Guard; and

WHEREAS, City staff recommends that current and future sworn police and certified fire employees who are active military or have been honorably discharged from the Army, Navy, Air Force, Marines and Coast Guard, their Reserve units, and the National Guard, after serving at least one year of military service, are eligible for military incentive pay; and

WHEREAS, City staff recommends that sworn police and certified fire employees on the City payroll as of July 1, 2017 who meet the aforementioned eligibility criteria receive a military incentive pay adjustment that is 5% of their base salary; and

WHEREAS, the 5% military incentive pay adjustment will be added to the base pay of eligible current sworn police and certified fire employees, retroactive to July 1, 2017 ; and

WHEREAS, the cost of providing the aforementioned pay adjustments is within the \$646,000 approved in the FY 2017-18 budget; and

WHEREAS, City staff recommends that the Police Pay Plan and Fire Pay Plan be revised to include a 5% military incentive pay adjustment to the starting pay for all sworn police and certified fire positions; and

WHEREAS, such military incentive pay will be in addition to the current education incentives provided for sworn police and certified fire employees holding associates and bachelors degrees; and

WHEREAS, City staff further recommends that the military incentive pay be available to eligible sworn police and certified fire employees hired or promoted after July 1, 2017; and

WHEREAS, the Public Safety Committee, at its August 14, 2017 meeting, reviewed the aforementioned military incentive pay recommendations and recommends implementation.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Winston-Salem City Council, that the aforementioned recommendations for implementing military incentive pay for sworn police and certified fire employees are hereby approved.

BE IT FURTHER RESOLVED that the following amendments to the Personnel Resolution are approved:

Section 1: Article II. Compensation, Sec. 30 General Policy-Pay (b) *Police/Fire Pay Plan* is hereby amended to include military incentive pay for current and future sworn police and certified fire employees:

- (i) *Military incentive.* Sworn police and certified fire personnel, who are active military or have been honorably discharged from the Army, Navy, Air Force, Marines and Coast Guard, their Reserve units, and the National Guard, after at least one year of service, shall be eligible for a 5% military incentive added to the employee's base pay. All eligible sworn police and certified fire personnel who are on the City's payroll as of July 1, 2017 will receive a 5% military incentive adjustment to their base pay. The sworn police and certified fire pay schedules are hereby revised to include the military incentive for eligible sworn police and certified fire personnel hired or promoted after July 1, 2017.

CERTIFIED FIRE PAY SCHEDULE

Job Title	Pay Range		Regular Minimum	Minimum (Associates Degree)	Minimum (Bachelors Degree)	Regular Maximum	Maximum (Associates Degree)	Maximum (Bachelors Degree)
Firefighter Trainee	AF	A	\$32,091.28	\$33,696.00	\$35,380.80	\$62,050.30	\$65,152.36	\$68,255.72
(40 Hour Week)		M	\$2,674.27	\$2,808.00	\$2,948.40	\$5,170.86	\$5,429.36	\$5,687.98
		B	\$1,234.28	\$1,296.00	\$1,360.80	\$2,386.55	\$2,505.86	\$2,625.22
		W	\$617.14	\$648.00	\$680.40	\$1,193.28	\$1,252.93	\$1,312.61
		H	\$15.4285	\$16.2000	\$17.0100	\$29.8319	\$31.3233	\$32.8153
Firefighter	AF	A	\$33,696.00	\$35,380.80	\$37,149.84	\$62,050.30	\$65,152.36	\$68,255.72
(56 Hour Week)		M	\$2,808.00	\$2,948.40	\$3,095.82	\$5,170.86	\$5,429.36	\$5,687.98
		B	\$1,296.00	\$1,360.80	\$1,428.84	\$2,386.55	\$2,505.86	\$2,625.22

		W	\$648.00	\$680.40	\$714.42	\$1,193.28	\$1,252.93	\$1,312.61
		H	\$11,571.4	\$12,150.0	\$12,757.5	\$21,308.5	\$22,373.8	\$23,439.5
Fire Engineer	BF	A	\$43,856.54	\$46,049.12	\$48,351.68	\$79,739.40	\$83,725.20	\$87,713.60
(56 Hour Week)		M	\$3,654.71	\$3,837.43	\$4,029.31	\$6,644.95	\$6,977.10	\$7,309.47
		B	\$1,686.79	\$1,771.12	\$1,859.68	\$3,066.90	\$3,220.20	\$3,373.60
		W	\$843.40	\$885.56	\$929.84	\$1,533.45	\$1,610.10	\$1,686.80
		H	\$15,060.6	\$15,813.6	\$16,604.3	\$27,383.0	\$28,751.8	\$30,121.4
Fire Inspector	CF	A	\$43,856.54	\$46,049.12	\$48,351.68	\$79,739.40	\$83,725.20	\$87,713.60
(40 Hour Week)		M	\$3,654.71	\$3,837.43	\$4,029.31	\$6,644.95	\$6,977.10	\$7,309.47
		B	\$1,686.79	\$1,771.12	\$1,859.68	\$3,066.90	\$3,220.20	\$3,373.60

		W	\$843.40	\$885.56	\$929.84	\$1,533.45	\$1,610.10	\$1,686.80
		H	\$21,084.9	\$22,139.0	\$23,246.0	\$38,336.3	\$40,252.5	\$42,170.0
Fire Investigator	DF	A	\$48,065.16	\$50,468.60	\$52,991.90	\$81,334.76	\$85,399.08	\$89,463.66
(40 Hour Week)		M	\$4,005.43	\$4,205.72	\$4,415.99	\$6,777.90	\$7,116.59	\$7,455.31
		B	\$1,848.66	\$1,941.10	\$2,038.15	\$3,128.26	\$3,284.58	\$3,440.91
		W	\$924.33	\$970.55	\$1,019.08	\$1,564.13	\$1,642.29	\$1,720.46
		H	\$23,108.3	\$24,263.8	\$25,476.9	\$39,103.3	\$41,057.3	\$43,011.4
Deputy Fire Marshal	EF	A	\$49,324.34	\$51,789.66	\$54,377.96	\$83,358.13	\$87,524.53	\$91,898.75
		M	\$4,110.36	\$4,315.81	\$4,531.50	\$6,946.51	\$7,293.71	\$7,658.23
		B	\$1,897.09	\$1,991.91	\$2,091.46	\$3,206.08	\$3,366.33	\$3,534.57

		W	\$948.55	\$995.96	\$1,045.73	\$1,603.04	\$1,683.16	\$1,767.28
		H	\$23,7136	\$24,8989	\$26,1433	\$40,0760	\$42,0791	\$44,1821
Fire Captain	FF	A	\$55,086.98	\$57,841.42	\$60,733.66	\$85,188.74	\$89,452.48	\$93,704.78
(56 Hour Week)		M	\$4,590.58	\$4,820.12	\$5,061.14	\$7,099.06	\$7,454.37	\$7,808.73
		B	\$2,118.73	\$2,224.67	\$2,335.91	\$3,276.49	\$3,440.48	\$3,604.03
		W	\$1,059.37	\$1,112.34	\$1,167.96	\$1,638.25	\$1,720.24	\$1,802.02
		H	\$18,9172	\$19,8631	\$20,8563	\$29,2544	\$30,7186	\$32,1788
Administrative Fire Captain	FF	A	\$55,086.98	\$57,841.42	\$60,733.66	\$85,188.74	\$89,452.48	\$93,704.78
(40 Hour Week)		M	\$4,590.58	\$4,820.12	\$5,061.14	\$7,099.06	\$7,454.37	\$7,808.73
		B	\$2,118.73	\$2,224.67	\$2,335.91	\$3,276.49	\$3,440.48	\$3,604.03

		W	\$1,059.37	\$1,112.34	\$1,167.96	\$1,638.25	\$1,720.24	\$1,802.02
		H	\$26,484.1	\$27,808.4	\$29,198.9	\$40,956.1	\$43,006.0	\$45,050.4
Shift Safety & Training Officer	FF	A	\$55,086.98	\$57,841.42	\$60,733.66	\$85,188.74	\$89,452.48	\$93,704.78
(56 Hour Week)		M	\$4,590.58	\$4,820.12	\$5,061.14	\$7,099.06	\$7,454.37	\$7,808.73
		B	\$2,118.73	\$2,224.67	\$2,335.91	\$3,276.49	\$3,440.48	\$3,604.03
		W	\$1,059.37	\$1,112.34	\$1,167.96	\$1,638.25	\$1,720.24	\$1,802.02
		H	\$18,917.2	\$19,863.1	\$20,856.3	\$29,254.4	\$30,718.6	\$32,178.8
Battalion Fire Chief	GF	A	\$65,020.80	\$68,271.84	\$71,685.64	\$100,472.06	\$105,499.94	\$110,516.64
(56 Hour Week)		M	\$5,418.40	\$5,689.32	\$5,973.80	\$8,372.67	\$8,791.66	\$9,209.72
		B	\$2,500.80	\$2,625.84	\$2,757.14	\$3,864.31	\$4,057.69	\$4,250.64

		W	\$1,250.40	\$1,312.92	\$1,378.57	\$1,932.16	\$2,028.85	\$2,125.32
		H	\$22,3286	\$23,4450	\$24,6173	\$34,5028	\$36,2294	\$37,9521
Division Fire Chief	HF	A	\$68,257.34	\$71,670.04	\$75,253.62	\$100,472.06	\$105,499.94	\$110,516.64
(56 Hour Week)		M	\$5,688.11	\$5,972.50	\$6,271.14	\$8,372.67	\$8,791.66	\$9,209.72
		B	\$2,625.28	\$2,756.54	\$2,894.37	\$3,864.31	\$4,057.69	\$4,250.64
		W	\$1,312.64	\$1,378.27	\$1,447.19	\$1,932.16	\$2,028.85	\$2,125.32
		H	\$23,4400	\$24,6120	\$25,8426	\$34,5028	\$36,2294	\$37,9521
Assistant Fire Chief	IF	A	\$72,847.32	\$76,488.10	\$80,310.96	\$109,270.98	\$114,732.15	\$120,466.44
(40 Hour Week)		M	\$6,070.61	\$6,374.01	\$6,692.58	\$9,105.92	\$9,561.01	\$10,038.87
		B	\$2,801.82	\$2,941.85	\$3,088.88	\$4,202.73	\$4,412.78	\$4,633.32

		W	\$1,400.91	\$1,470.93	\$1,544.44	\$2,101.37	\$2,206.39	\$2,316.66
		H	\$35.0228	\$36.7731	\$38.6110	\$52.5341	\$55.1597	\$57.9166

CERTIFIED FIRE PAY SCHEDULE

Job Title	Pay Range	Pay Freq	Regular - No Degree			Associates Degree			Bachelors Degree		
			Minimum	Minimum w/ Military Inc	Maximum	Minimum	Minimum w/ Military Inc	Maximum	Minimum	Minimum w/ Military Inc	Maximum
FireFighter Trainee (40 Hour Week)	AF	A	\$32,091.28	\$33,695.84	\$62,050.30	\$33,696.00	\$35,380.80	\$65,152.36	\$35,380.80	\$37,149.84	\$68,255.72
		M	\$2,674.27	\$2,807.99	\$5,170.86	\$2,808.00	\$2,948.40	\$5,429.36	\$2,948.40	\$3,095.82	\$5,687.98
		B	\$1,234.28	\$1,295.99	\$2,386.55	\$1,296.00	\$1,360.80	\$2,505.86	\$1,360.80	\$1,428.84	\$2,625.22
		W	\$617.14	\$648.00	\$1,193.28	\$648.00	\$680.40	\$1,252.93	\$680.40	\$714.42	\$1,312.61
		H	\$15,4285	\$16,1999	\$29,8319	\$16,2000	\$17,0100	\$31,3233	\$17,0100	\$17,8605	\$32,8153
FireFighter (56 Hour Week)	AF	A	\$33,696.00	\$35,380.80	\$62,050.30	\$35,380.80	\$37,149.84	\$65,152.36	\$37,149.84	\$39,007.33	\$68,255.72
		M	\$2,808.00	\$2,948.40	\$5,170.86	\$2,948.40	\$3,095.82	\$5,429.36	\$3,095.82	\$3,250.61	\$5,687.98
		B	\$1,296.00	\$1,360.80	\$2,386.55	\$1,360.80	\$1,428.84	\$2,505.86	\$1,428.84	\$1,500.28	\$2,625.22
		W	\$648.00	\$680.40	\$1,193.28	\$680.40	\$714.42	\$1,252.93	\$714.42	\$750.14	\$1,312.61
		H	\$11,5714	\$12,1500	\$21,3085	\$12,1500	\$12,7575	\$22,3738	\$12,7575	\$13,3954	\$23,4395
Fire Engineer (56 Hour Week)	BF	A	\$43,856.54	\$46,049.37	\$79,739.40	\$46,049.12	\$48,351.58	\$83,725.20	\$48,351.68	\$50,769.26	\$87,713.60
		M	\$3,654.71	\$3,837.45	\$6,644.95	\$3,837.43	\$4,029.30	\$6,977.10	\$4,029.31	\$4,230.77	\$7,309.47
		B	\$1,686.79	\$1,771.13	\$3,066.90	\$1,771.12	\$1,859.68	\$3,220.20	\$1,859.68	\$1,952.66	\$3,373.60
		W	\$843.40	\$885.56	\$1,533.45	\$885.56	\$929.84	\$1,610.10	\$929.84	\$976.33	\$1,686.80
		H	\$15,0606	\$15,8137	\$27,3830	\$15,8136	\$16,6043	\$28,7518	\$16,6043	\$17,4345	\$30,1214
Fire Inspector (40 Hour Week)	CF	A	\$43,856.54	\$46,049.37	\$79,739.40	\$46,049.12	\$48,351.58	\$83,725.20	\$48,351.68	\$50,769.26	\$87,713.60
		M	\$3,654.71	\$3,837.45	\$6,644.95	\$3,837.43	\$4,029.30	\$6,977.10	\$4,029.31	\$4,230.77	\$7,309.47
		B	\$1,686.79	\$1,771.13	\$3,066.90	\$1,771.12	\$1,859.68	\$3,220.20	\$1,859.68	\$1,952.66	\$3,373.60
		W	\$843.40	\$885.56	\$1,533.45	\$885.56	\$929.84	\$1,610.10	\$929.84	\$976.33	\$1,686.80
		H	\$21,0849	\$22,1391	\$38,3363	\$22,1390	\$23,2460	\$40,2525	\$23,2460	\$24,4083	\$42,1700
Fire Investigator (40 Hour Week)	DF	A	\$48,065.16	\$50,468.42	\$81,334.76	\$50,468.60	\$52,992.03	\$85,399.08	\$52,991.90	\$55,641.50	\$89,463.66
		M	\$4,005.43	\$4,205.70	\$6,777.90	\$4,205.72	\$4,416.00	\$7,116.59	\$4,415.99	\$4,636.79	\$7,455.31
		B	\$1,848.66	\$1,941.09	\$3,128.26	\$1,941.10	\$2,038.16	\$3,284.58	\$2,038.15	\$2,140.06	\$3,440.91
		W	\$924.33	\$970.55	\$1,564.13	\$970.55	\$1,019.08	\$1,642.29	\$1,019.08	\$1,070.03	\$1,720.46
		H	\$23,1083	\$24,2637	\$39,1033	\$24,2638	\$25,4769	\$41,0573	\$25,4769	\$26,7507	\$43,0114

Deputy Fire Marshal (40 Hour Week)	EF	A	<u>\$49,324.34</u>	<u>\$51,790.56</u>	<u>\$83,358.13</u>	<u>\$51,789.66</u>	<u>\$54,379.14</u>	<u>\$87,524.53</u>	<u>\$54,377.96</u>	<u>\$57,096.86</u>	<u>\$91,898.75</u>
		M	<u>\$4,110.36</u>	<u>\$4,315.88</u>	<u>\$6,946.51</u>	<u>\$4,315.81</u>	<u>\$4,531.60</u>	<u>\$7,293.71</u>	<u>\$4,531.50</u>	<u>\$4,758.07</u>	<u>\$7,658.23</u>
		B	<u>\$1,897.09</u>	<u>\$1,991.94</u>	<u>\$3,206.08</u>	<u>\$1,991.91</u>	<u>\$2,091.51</u>	<u>\$3,366.33</u>	<u>\$2,091.46</u>	<u>\$2,196.03</u>	<u>\$3,534.57</u>
		W	<u>\$948.55</u>	<u>\$995.97</u>	<u>\$1,603.04</u>	<u>\$995.96</u>	<u>\$1,045.75</u>	<u>\$1,683.16</u>	<u>\$1,045.73</u>	<u>\$1,098.02</u>	<u>\$1,767.28</u>
		H	<u>\$23,7136</u>	<u>\$24,8993</u>	<u>\$40,0760</u>	<u>\$24,8989</u>	<u>\$26,1438</u>	<u>\$42,0791</u>	<u>\$26,1433</u>	<u>\$27,4504</u>	<u>\$44,1821</u>
Fire Captain (56 Hour Week)	FF	A	<u>\$55,086.98</u>	<u>\$57,841.33</u>	<u>\$85,188.74</u>	<u>\$57,841.42</u>	<u>\$60,733.49</u>	<u>\$89,452.48</u>	<u>\$60,733.66</u>	<u>\$63,770.34</u>	<u>\$93,704.78</u>
		M	<u>\$4,590.58</u>	<u>\$4,820.11</u>	<u>\$7,099.06</u>	<u>\$4,820.12</u>	<u>\$5,061.12</u>	<u>\$7,454.37</u>	<u>\$5,061.14</u>	<u>\$5,314.20</u>	<u>\$7,808.73</u>
		B	<u>\$2,118.73</u>	<u>\$2,224.67</u>	<u>\$3,276.49</u>	<u>\$2,224.67</u>	<u>\$2,335.90</u>	<u>\$3,440.48</u>	<u>\$2,335.91</u>	<u>\$2,452.71</u>	<u>\$3,604.03</u>
		W	<u>\$1,059.37</u>	<u>\$1,112.33</u>	<u>\$1,638.25</u>	<u>\$1,112.34</u>	<u>\$1,167.95</u>	<u>\$1,720.24</u>	<u>\$1,167.96</u>	<u>\$1,226.35</u>	<u>\$1,802.02</u>
		H	<u>\$18,9172</u>	<u>\$19,8631</u>	<u>\$29,2544</u>	<u>\$19,8631</u>	<u>\$20,8563</u>	<u>\$30,7186</u>	<u>\$20,8563</u>	<u>\$21,8992</u>	<u>\$32,1788</u>
Fire Captain - Administrative (40 Hour Week)	FF	A	<u>\$55,086.98</u>	<u>\$57,841.33</u>	<u>\$85,188.74</u>	<u>\$57,841.42</u>	<u>\$60,733.49</u>	<u>\$89,452.48</u>	<u>\$60,733.66</u>	<u>\$63,770.34</u>	<u>\$93,704.78</u>
		M	<u>\$4,590.58</u>	<u>\$4,820.11</u>	<u>\$7,099.06</u>	<u>\$4,820.12</u>	<u>\$5,061.12</u>	<u>\$7,454.37</u>	<u>\$5,061.14</u>	<u>\$5,314.20</u>	<u>\$7,808.73</u>
		B	<u>\$2,118.73</u>	<u>\$2,224.67</u>	<u>\$3,276.49</u>	<u>\$2,224.67</u>	<u>\$2,335.90</u>	<u>\$3,440.48</u>	<u>\$2,335.91</u>	<u>\$2,452.71</u>	<u>\$3,604.03</u>
		W	<u>\$1,059.37</u>	<u>\$1,112.33</u>	<u>\$1,638.25</u>	<u>\$1,112.34</u>	<u>\$1,167.95</u>	<u>\$1,720.24</u>	<u>\$1,167.96</u>	<u>\$1,226.35</u>	<u>\$1,802.02</u>
		H	<u>\$26,4841</u>	<u>\$27,8083</u>	<u>\$40,9561</u>	<u>\$27,8084</u>	<u>\$29,1988</u>	<u>\$43,0060</u>	<u>\$29,1989</u>	<u>\$30,6588</u>	<u>\$45,0504</u>
Shift Safety & Training Officer (56 Hour Week)	FF	A	<u>\$55,086.98</u>	<u>\$57,841.33</u>	<u>\$85,188.74</u>	<u>\$57,841.42</u>	<u>\$60,733.49</u>	<u>\$89,452.48</u>	<u>\$60,733.66</u>	<u>\$63,770.34</u>	<u>\$93,704.78</u>
		M	<u>\$4,590.58</u>	<u>\$4,820.11</u>	<u>\$7,099.06</u>	<u>\$4,820.12</u>	<u>\$5,061.12</u>	<u>\$7,454.37</u>	<u>\$5,061.14</u>	<u>\$5,314.20</u>	<u>\$7,808.73</u>
		B	<u>\$2,118.73</u>	<u>\$2,224.67</u>	<u>\$3,276.49</u>	<u>\$2,224.67</u>	<u>\$2,335.90</u>	<u>\$3,440.48</u>	<u>\$2,335.91</u>	<u>\$2,452.71</u>	<u>\$3,604.03</u>
		W	<u>\$1,059.37</u>	<u>\$1,112.33</u>	<u>\$1,638.25</u>	<u>\$1,112.34</u>	<u>\$1,167.95</u>	<u>\$1,720.24</u>	<u>\$1,167.96</u>	<u>\$1,226.35</u>	<u>\$1,802.02</u>
		H	<u>\$18,9172</u>	<u>\$19,8631</u>	<u>\$29,2544</u>	<u>\$19,8631</u>	<u>\$20,8563</u>	<u>\$30,7186</u>	<u>\$20,8563</u>	<u>\$21,8992</u>	<u>\$32,1788</u>
Battalion Fire Chief (56 Hour Week)	GF	A	<u>\$65,020.80</u>	<u>\$68,271.84</u>	<u>\$100,472.06</u>	<u>\$68,271.84</u>	<u>\$71,685.43</u>	<u>\$105,499.94</u>	<u>\$71,685.64</u>	<u>\$75,269.92</u>	<u>\$110,516.64</u>
		M	<u>\$5,418.40</u>	<u>\$5,689.32</u>	<u>\$8,372.67</u>	<u>\$5,689.32</u>	<u>\$5,973.79</u>	<u>\$8,791.66</u>	<u>\$5,973.80</u>	<u>\$6,272.49</u>	<u>\$9,209.72</u>
		B	<u>\$2,500.80</u>	<u>\$2,625.84</u>	<u>\$3,864.31</u>	<u>\$2,625.84</u>	<u>\$2,757.13</u>	<u>\$4,057.69</u>	<u>\$2,757.14</u>	<u>\$2,895.00</u>	<u>\$4,250.64</u>
		W	<u>\$1,250.40</u>	<u>\$1,312.92</u>	<u>\$1,932.16</u>	<u>\$1,312.92</u>	<u>\$1,378.57</u>	<u>\$2,028.85</u>	<u>\$1,378.57</u>	<u>\$1,447.50</u>	<u>\$2,125.32</u>
		H	<u>\$22,3286</u>	<u>\$23,4450</u>	<u>\$34,5028</u>	<u>\$23,4450</u>	<u>\$24,6173</u>	<u>\$36,2294</u>	<u>\$24,6173</u>	<u>\$25,8482</u>	<u>\$37,9521</u>
Division Fire Chief (56 Hour Week)	HF	A	<u>\$68,257.34</u>	<u>\$71,670.21</u>	<u>\$100,472.06</u>	<u>\$71,670.04</u>	<u>\$75,253.54</u>	<u>\$105,499.94</u>	<u>\$75,253.62</u>	<u>\$79,016.30</u>	<u>\$110,516.64</u>
		M	<u>\$5,688.11</u>	<u>\$5,972.52</u>	<u>\$8,372.67</u>	<u>\$5,972.50</u>	<u>\$6,271.13</u>	<u>\$8,791.66</u>	<u>\$6,271.14</u>	<u>\$6,584.69</u>	<u>\$9,209.72</u>
		B	<u>\$2,625.28</u>	<u>\$2,756.55</u>	<u>\$3,864.31</u>	<u>\$2,756.54</u>	<u>\$2,894.37</u>	<u>\$4,057.69</u>	<u>\$2,894.37</u>	<u>\$3,039.09</u>	<u>\$4,250.64</u>

Assistant Fire Chief (40 Hour Week)	IF	W	<u>\$1,312.64</u>	<u>\$1,378.27</u>	<u>\$1,932.16</u>	<u>\$1,378.27</u>	<u>\$1,447.18</u>	<u>\$2,028.85</u>	<u>\$1,447.19</u>	<u>\$1,519.54</u>	<u>\$2,125.32</u>
		H	<u>\$23,4400</u>	<u>\$24,6120</u>	<u>\$34,5028</u>	<u>\$24,6120</u>	<u>\$25,8426</u>	<u>\$36,2294</u>	<u>\$25,8426</u>	<u>\$27,1347</u>	<u>\$37,9521</u>
		A	<u>\$72,847.32</u>	<u>\$76,489.69</u>	<u>\$109,270.98</u>	<u>\$76,488.10</u>	<u>\$80,312.51</u>	<u>\$114,732.15</u>	<u>\$80,310.96</u>	<u>\$84,326.51</u>	<u>\$120,466.44</u>
		M	<u>\$6,070.61</u>	<u>\$6,374.14</u>	<u>\$9,105.92</u>	<u>\$6,374.01</u>	<u>\$6,692.71</u>	<u>\$9,561.01</u>	<u>\$6,692.58</u>	<u>\$7,027.21</u>	<u>\$10,038.87</u>
		B	<u>\$2,801.82</u>	<u>\$2,941.91</u>	<u>\$4,202.73</u>	<u>\$2,941.85</u>	<u>\$3,088.94</u>	<u>\$4,412.78</u>	<u>\$3,088.88</u>	<u>\$3,243.33</u>	<u>\$4,633.32</u>
		W	<u>\$1,400.91</u>	<u>\$1,470.96</u>	<u>\$2,101.37</u>	<u>\$1,470.93</u>	<u>\$1,544.47</u>	<u>\$2,206.39</u>	<u>\$1,544.44</u>	<u>\$1,621.66</u>	<u>\$2,316.66</u>
		H	<u>\$35,0228</u>	<u>\$36,7739</u>	<u>\$52,5341</u>	<u>\$36,7731</u>	<u>\$38,6118</u>	<u>\$55,1597</u>	<u>\$38,6110</u>	<u>\$40,5416</u>	<u>\$57,9166</u>

SWORN POLICE PAY SCHEDULE

Job Title	Pay Range		Regular Minimum	Minimum (Associates Degree)	Minimum (Bachelor's Degree)	Regular Maximum	Maximum (Associates Degree)	Maximum (Bachelor's Degree)
Police Officer Trainee	AP	A	\$35,800.00	\$37,590.02	\$39,380.12	\$53,700.00	\$56,385.16	\$59,069.92
(40 Hour Week)		M	\$2,983.33	\$3,132.50	\$3,281.68	\$4,475.00	\$4,698.76	\$4,922.49
		B	\$1,376.92	\$1,445.77	\$1,514.62	\$2,065.38	\$2,168.66	\$2,271.92
		W	\$688.46	\$722.89	\$757.31	\$1,032.69	\$1,084.33	\$1,135.96
		H	\$17,2115	\$18,0721	\$18,9328	\$25,8173	\$27,1083	\$28,3990
Police Officer	AP	A	\$37,590.00	\$39,469.56	\$41,348.84	\$56,385.00	\$59,204.08	\$62,023.26
(40 Hour Week)		M	\$3,132.50	\$3,289.13	\$3,445.74	\$4,698.78	\$4,993.67	\$5,168.61
		B	\$1,445.77	\$1,518.06	\$1,590.34	\$2,168.65	\$2,277.08	\$52,385.51
		W	\$722.88	\$759.03	\$795.17	\$1,084.33	\$1,138.54	\$1,192.76

		H	\$18,072.1	\$18,975.8	\$19,879.3	\$27,108.2	\$28,463.5	\$29,818.9
Police Corporal	BP	A	\$45,690.88	\$47,975.46	\$50,260.08	\$68,536.32	\$71,963.06	\$75,389.86
(40 Hour Week)		M	\$3,807.57	\$3,997.96	\$4,188.34	\$5,711.36	\$5,996.92	\$6,282.49
		B	\$1,757.34	\$1,845.21	\$1,933.08	\$2,636.01	\$2,767.81	\$2,899.61
		W	\$878.67	\$922.61	\$966.54	\$1,318.01	\$1,383.91	\$1,449.81
		H	\$21,966.8	\$23,065.1	\$24,163.5	\$32,950.2	\$34,597.6	\$36,245.1
Police Detective	BP	A	\$45,690.88	\$47,975.46	\$50,260.08	\$68,536.32	\$71,963.06	\$75,389.86
(40 Hour Week)		M	\$3,807.57	\$3,997.96	\$4,188.34	\$5,711.36	\$5,996.92	\$6,282.49
		B	\$1,757.34	\$1,845.21	\$1,933.08	\$2,636.01	\$2,767.81	\$2,899.61
		W	\$878.67	\$922.61	\$966.54	\$1,318.01	\$1,383.91	\$1,449.81

		H	\$21,966.8	\$23,065.1	\$24,163.5	\$32,950.2	\$34,597.6	\$36,245.1
Police Staff Sergeant	CP	A	\$55,537.55	\$58,314.36	\$61,091.42	\$83,306.33	\$87,471.80	\$91,637.00
(40 Hour Week)		M	\$4,628.13	\$4,859.53	\$5,090.95	\$6,942.19	\$7,289.32	\$7,636.42
		B	\$2,136.06	\$2,242.86	\$2,349.67	\$3,204.09	\$3,364.30	\$3,524.50
		W	\$1,068.03	\$1,121.43	\$1,174.84	\$1,602.04	\$1,682.15	\$1,762.25
		H	\$26,700.7	\$28,035.8	\$29,370.9	\$40,051.1	\$42,053.8	\$44,056.3
Police Sergeant	CP	A	\$55,537.55	\$58,314.36	\$61,091.42	\$83,306.33	\$87,471.80	\$91,637.00
(40 Hour Week)		M	\$4,628.13	\$4,859.53	\$5,090.95	\$6,942.19	\$7,289.32	\$7,636.42
		B	\$2,136.06	\$2,242.86	\$2,349.67	\$3,204.09	\$3,364.30	\$3,524.50
		W	\$1,068.03	\$1,121.43	\$1,174.84	\$1,602.04	\$1,682.15	\$1,762.25

		H	\$26.7007	\$28.0358	\$29.3709	\$40.0511	\$42.0538	\$44.0563
Police Lieutenant	DP	A	\$65,984.62	\$69,284.02	\$72,748.26	\$104,591.76	\$109,819.32	\$115,046.36
(40 Hour Week)		M	\$5,498.72	\$5,773.67	\$6,062.36	\$8,715.98	\$9,151.61	\$9,587.20
		B	\$2,537.87	\$2,664.77	\$2,798.01	\$4,022.76	\$4,223.82	\$4,424.86
		W	\$1,268.94	\$1,332.39	\$1,399.01	\$2,011.38	\$2,111.91	\$2,212.43
		H	\$31.7234	\$33.3096	\$34.9751	\$50.2845	\$52.7978	\$55.3108
Police Captain	EP	A	\$69,282.72	\$72,748.26	\$76,385.66	\$106,937.48	\$112,284.12	\$117,631.54
(40 Hour Week)		M	\$5,773.56	\$6,062.36	\$6,365.47	\$8,911.46	\$9,357.01	\$9,802.63
		B	\$2,664.72	\$2,798.01	\$2,937.91	\$4,112.98	\$4,318.62	\$4,524.29
		W	\$1,332.36	\$1,399.01	\$1,468.96	\$2,056.49	\$2,159.31	\$2,262.15

		H	\$33,3090	\$34,9751	\$36,7239	\$51,4123	\$53,9828	\$56,5536
Assistant Police Chief	FP	A	\$72,847.32	\$76,488.10	\$80,310.96	\$109,270.98	\$114,732.15	\$120,466.44
(40 Hour Week)		M	\$6,070.61	\$6,374.01	\$6,692.58	\$9,105.92	\$9,561.01	\$10,038.87
		B	\$2,801.82	\$2,941.85	\$3,088.88	\$4,202.73	\$4,412.78	\$4,633.32
		W	\$1,400.91	\$1,470.93	\$1,544.44	\$2,101.37	\$2,206.39	\$2,316.66
		H	\$35.0228	\$36.7731	\$38.6110	\$52.5341	\$55.1597	\$57.9166

SWORN POLICE PAY SCHEDULE

Job Title	Pay Range	Pay Freq	Regular - No Degree			Associates Degree			Bachelors Degree		
			Minimum	Min. w/ Military Inc	Maximum	Minimum	Min. w/ Military Inc	Maximum	Minimum	Min. w/ Military Inc	Maximum
Police Officer Trainee (40 Hour Week)	AP	A	\$35,800.00	\$37,590.00	\$53,700.00	\$37,590.02	\$39,469.52	\$56,385.16	\$39,380.12	\$41,349.13	\$59,069.92
		M	\$2,983.33	\$3,132.50	\$4,475.00	\$3,132.50	\$3,289.13	\$4,698.76	\$3,281.68	\$3,445.76	\$4,922.49
		B	\$1,376.92	\$1,445.77	\$2,065.38	\$1,445.77	\$1,518.06	\$2,168.66	\$1,514.62	\$1,590.35	\$2,271.92
		W	\$688.46	\$722.88	\$1,032.69	\$722.89	\$759.03	\$1,084.33	\$757.31	\$795.18	\$1,135.96
		H	\$17,2115	\$18,0721	\$25,8173	\$18,0721	\$18,9757	\$27,1083	\$18,9328	\$19,8794	\$28,3990
Police Officer (40 Hour Week)	AP	A	\$37,590.00	\$39,469.50	\$56,385.16	\$39,469.56	\$41,443.04	\$59,204.08	\$41,348.84	\$43,416.28	\$62,023.26
		M	\$3,132.50	\$3,289.13	\$4,698.76	\$3,289.13	\$3,453.59	\$4,933.67	\$3,445.74	\$3,618.02	\$5,168.61
		B	\$1,445.77	\$1,518.06	\$2,168.66	\$1,518.06	\$1,593.96	\$2,277.08	\$1,590.34	\$1,669.86	\$2,385.51
		W	\$722.88	\$759.03	\$1,084.33	\$759.03	\$796.98	\$1,138.54	\$795.17	\$834.93	\$1,192.76
		H	\$18,0721	\$18,9757	\$27,1083	\$18,9758	\$19,9245	\$28,4635	\$19,8793	\$20,8732	\$29,8189
Police Corporal (40 Hour Week)	BP	A	\$45,690.88	\$47,975.42	\$68,536.32	\$47,975.46	\$50,374.23	\$71,963.06	\$50,260.08	\$52,773.08	\$75,389.86
		M	\$3,807.57	\$3,997.95	\$5,711.36	\$3,997.96	\$4,197.85	\$5,996.92	\$4,188.34	\$4,397.76	\$6,282.49
		B	\$1,757.34	\$1,845.21	\$2,636.01	\$1,845.21	\$1,937.47	\$2,767.81	\$1,933.08	\$2,029.73	\$2,899.61
		W	\$878.67	\$922.60	\$1,318.01	\$922.61	\$968.74	\$1,383.91	\$966.54	\$1,014.87	\$1,449.81
		H	\$21,9668	\$23,0651	\$32,9502	\$23,0651	\$24,2184	\$34,5976	\$24,1635	\$25,3717	\$36,2451
Police Detective (40 Hour Week)	BP	A	\$45,690.88	\$47,975.42	\$68,536.32	\$47,975.46	\$50,374.23	\$71,963.06	\$50,260.08	\$52,773.08	\$75,389.86
		M	\$3,807.57	\$3,997.95	\$5,711.36	\$3,997.96	\$4,197.85	\$5,996.92	\$4,188.34	\$4,397.76	\$6,282.49
		B	\$1,757.34	\$1,845.21	\$2,636.01	\$1,845.21	\$1,937.47	\$2,767.81	\$1,933.08	\$2,029.73	\$2,899.61
		W	\$878.67	\$922.60	\$1,318.01	\$922.61	\$968.74	\$1,383.91	\$966.54	\$1,014.87	\$1,449.81
		H	\$21,9668	\$23,0651	\$32,9502	\$23,0651	\$24,2184	\$34,5976	\$24,1635	\$25,3717	\$36,2451
Police Staff Sergeant (40 Hour Week)	CP	A	\$55,537.55	\$58,314.43	\$83,306.33	\$58,314.36	\$61,230.08	\$87,471.80	\$61,091.42	\$64,145.99	\$91,637.00
		M	\$4,628.13	\$4,859.54	\$6,942.19	\$4,859.53	\$5,102.51	\$7,289.32	\$5,090.95	\$5,345.50	\$7,636.42
		B	\$2,136.06	\$2,242.86	\$3,204.09	\$2,242.86	\$2,355.00	\$3,364.30	\$2,349.67	\$2,467.15	\$3,524.50
		W	\$1,068.03	\$1,121.43	\$1,602.04	\$1,121.43	\$1,177.50	\$1,682.15	\$1,174.84	\$1,233.58	\$1,762.25
		H	\$26,7007	\$28,0358	\$40,0511	\$28,0358	\$29,4375	\$42,0538	\$29,3709	\$30,8394	\$44,0563

<u>Police Sergeant</u> <u>(40 Hour Week)</u>	CP	A	<u>\$55,537.55</u>	<u>\$58,314.43</u>	<u>\$83,306.33</u>	<u>\$58,314.36</u>	<u>\$61,230.08</u>	<u>\$87,471.80</u>	<u>\$61,091.42</u>	<u>\$64,145.99</u>	<u>\$91,637.00</u>
		M	<u>\$4,628.13</u>	<u>\$4,859.54</u>	<u>\$6,942.19</u>	<u>\$4,859.53</u>	<u>\$5,102.51</u>	<u>\$7,289.32</u>	<u>\$5,090.95</u>	<u>\$5,345.50</u>	<u>\$7,636.42</u>
		B	<u>\$2,136.06</u>	<u>\$2,242.86</u>	<u>\$3,204.09</u>	<u>\$2,242.86</u>	<u>\$2,355.00</u>	<u>\$3,364.30</u>	<u>\$2,349.67</u>	<u>\$2,467.15</u>	<u>\$3,524.50</u>
		W	<u>\$1,068.03</u>	<u>\$1,121.43</u>	<u>\$1,602.04</u>	<u>\$1,121.43</u>	<u>\$1,177.50</u>	<u>\$1,682.15</u>	<u>\$1,174.84</u>	<u>\$1,233.58</u>	<u>\$1,762.25</u>
		H	<u>\$26,7007</u>	<u>\$28,0358</u>	<u>\$40,0511</u>	<u>\$28,0358</u>	<u>\$29,4375</u>	<u>\$42,0538</u>	<u>\$29,3709</u>	<u>\$30,8394</u>	<u>\$44,0563</u>
<u>Police Lieutenant</u> <u>(40 Hour Week)</u>	DP	A	<u>\$65,984.62</u>	<u>\$69,283.85</u>	<u>\$104,591.76</u>	<u>\$69,284.02</u>	<u>\$72,748.22</u>	<u>\$109,819.32</u>	<u>\$72,748.26</u>	<u>\$76,385.67</u>	<u>\$115,046.36</u>
		M	<u>\$5,498.72</u>	<u>\$5,773.65</u>	<u>\$8,715.98</u>	<u>\$5,773.67</u>	<u>\$6,062.35</u>	<u>\$9,151.61</u>	<u>\$6,062.36</u>	<u>\$6,365.47</u>	<u>\$9,587.20</u>
		B	<u>\$2,537.87</u>	<u>\$2,664.76</u>	<u>\$4,022.76</u>	<u>\$2,664.77</u>	<u>\$2,798.01</u>	<u>\$4,223.82</u>	<u>\$2,798.01</u>	<u>\$2,937.91</u>	<u>\$4,424.86</u>
		W	<u>\$1,268.94</u>	<u>\$1,332.38</u>	<u>\$2,011.38</u>	<u>\$1,332.39</u>	<u>\$1,399.00</u>	<u>\$2,111.91</u>	<u>\$1,399.01</u>	<u>\$1,468.96</u>	<u>\$2,212.43</u>
		H	<u>\$31,7234</u>	<u>\$33,3095</u>	<u>\$50,2845</u>	<u>\$33,3096</u>	<u>\$34,9751</u>	<u>\$52,7978</u>	<u>\$34,9751</u>	<u>\$36,7239</u>	<u>\$55,3108</u>
<u>Police Captain</u> <u>(40 Hour Week)</u>	EP	A	<u>\$69,282.72</u>	<u>\$72,746.86</u>	<u>\$106,937.48</u>	<u>\$72,748.26</u>	<u>\$76,385.67</u>	<u>\$112,284.12</u>	<u>\$76,385.66</u>	<u>\$80,204.94</u>	<u>\$117,631.54</u>
		M	<u>\$5,773.56</u>	<u>\$6,062.24</u>	<u>\$8,911.46</u>	<u>\$6,062.36</u>	<u>\$6,365.47</u>	<u>\$9,357.01</u>	<u>\$6,365.47</u>	<u>\$6,683.75</u>	<u>\$9,802.63</u>
		B	<u>\$2,664.72</u>	<u>\$2,797.96</u>	<u>\$4,112.98</u>	<u>\$2,798.01</u>	<u>\$2,937.91</u>	<u>\$4,318.62</u>	<u>\$2,937.91</u>	<u>\$3,084.81</u>	<u>\$4,524.29</u>
		W	<u>\$1,332.36</u>	<u>\$1,398.98</u>	<u>\$2,056.49</u>	<u>\$1,399.01</u>	<u>\$1,468.96</u>	<u>\$2,159.31</u>	<u>\$1,468.96</u>	<u>\$1,542.40</u>	<u>\$2,262.15</u>
		H	<u>\$33,3090</u>	<u>\$34,9745</u>	<u>\$51,4123</u>	<u>\$34,9751</u>	<u>\$36,7239</u>	<u>\$53,9828</u>	<u>\$36,7239</u>	<u>\$38,5601</u>	<u>\$56,5536</u>
<u>Assistant Police Chief</u> <u>(40 Hour Week)</u>	FP	A	<u>\$72,847.32</u>	<u>\$76,489.69</u>	<u>\$109,270.98</u>	<u>\$76,488.10</u>	<u>\$80,312.51</u>	<u>\$114,732.15</u>	<u>\$80,310.96</u>	<u>\$84,326.51</u>	<u>\$120,466.44</u>
		M	<u>\$6,070.61</u>	<u>\$6,374.14</u>	<u>\$9,105.92</u>	<u>\$6,374.01</u>	<u>\$6,692.71</u>	<u>\$9,561.01</u>	<u>\$6,692.58</u>	<u>\$7,027.21</u>	<u>\$10,038.87</u>
		B	<u>\$2,801.82</u>	<u>\$2,941.91</u>	<u>\$4,202.73</u>	<u>\$2,941.85</u>	<u>\$3,088.94</u>	<u>\$4,412.78</u>	<u>\$3,088.88</u>	<u>\$3,243.33</u>	<u>\$4,633.32</u>
		W	<u>\$1,400.91</u>	<u>\$1,470.96</u>	<u>\$2,101.37</u>	<u>\$1,470.93</u>	<u>\$1,544.47</u>	<u>\$2,206.39</u>	<u>\$1,544.44</u>	<u>\$1,621.66</u>	<u>\$2,316.66</u>
		H	<u>\$35,0228</u>	<u>\$36,7739</u>	<u>\$52,5341</u>	<u>\$36,7731</u>	<u>\$38,6118</u>	<u>\$55,1597</u>	<u>\$38,6110</u>	<u>\$40,5416</u>	<u>\$57,9166</u>

Section 2: This resolution shall become effective upon adoption.