



Legislation Text

File #: 2018-0191, Version: 1

2018 EMPLOYEE COMPENSATION:

A RESOLUTION TO APPROVE A BUDGET ADJUSTMENT IN THE AMOUNT OF \$1,800,600.00 TO FUND THE CITY-WIDE 2018 EMPLOYEE COMPENSATION ADJUSTMENT, AND TO APPROVE UPDATED POLICE AND FIRE PAY PLAN GRIDS

WHEREAS, the most recent forecast shows that City will have a net operating surplus for the General Fund of about \$1,850,000.00 for 2017; and

WHEREAS, Mayor Jordan's proposed Employment Compensation Adjustment will cost the General Fund about \$1,405,300.00 for 2018 for General Fund employees; and

WHEREAS, including all employees (Water and Sewer, Recycling and Trash Collection, etc. as well as General Fund employees), the cost will be about \$1,800,600.00 for 2018; and

WHEREAS, Mayor Jordan proposes an adjustment to the Police and Fire pay plan grids to provide for 75% implementation of the 2017 pay plan, an additional 50% above the 25% implementation approved in 2017, and a step increase for eligible Police and Fire uniformed personnel.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby approves a budget adjustment, a copy of which is attached to this Resolution and made a part hereof, in the amount of \$1,800,600.00 to fund the city-wide 2018 Employee Compensation Adjustment.

Section 2: That the City Council of the City of Fayetteville, Arkansas hereby approves the updated Police and Fire pay plan grids, copies of which are attached to this Resolution.

City of Fayetteville Staff Review Form

2018-0191

Legistar File ID

4/3/2018

City Council Meeting Date - Agenda Item Only
N/A for Non-Agenda Item

Paul A. Becker

3/16/2018

CHIEF FINANCIAL OFFICER (110)

Submitted By

Submitted Date

Division / Department

Action Recommendation:

A RESOLUTION APPROVING A BUDGET AMENDMENT IN THE AMOUNT OF \$1,800,600 TO FACILITATE CITY-WIDE EMPLOYEE COMPENSATION ADJUSTMENTS FOR 2018, AND APPROVING POLICE AND FIRE PAY PLAN GRIDS.

Budget Impact:

Citywide		Citywide	
Account Number		Fund	
Project Number		Project Title	
Budgeted Item?	Yes	Current Budget	\$ 54,494,301.00
		Funds Obligated	\$ 12,760,648.28
		Current Balance	\$ 41,733,652.72
Does item have a cost?	No	Item Cost	\$ -
Budget Adjustment Attached?	Yes	Budget Adjustment	\$ 1,800,600.00
		Remaining Budget	\$ 43,534,252.72

V20180209

Previous Ordinance or Resolution #

Original Contract Number:



Approval Date:

Comments:



MEETING OF APRIL, 3RD 2018

TO: Mayor and City Council

FROM: Don Marr, Chief of Staff 
Paul A. Becker, Chief Financial Officer 

DATE: March 21, 2018

SUBJECT: 2018 Employee Compensation Appropriation Authority & Step Pay Plan Structure Adjustments

RECOMMENDATION:

The Mayor's recommendation is for the City Council to appropriate funds to provide for the compensation package outlined below.

DISCUSSION:

As discussed during the 2018 Budget process, the Mayor is coming forward after the close of the 2017 budget year, recommending a compensation package to the City Council based on the fiscal results of 2017 operations and anticipated growth in 2018. The operating results from the fourth quarter of 2017 have been forecasted to be a net operating surplus of approximately \$1.85 million in the General Fund.

This surplus was achieved through both excellent expense control and revenue increases over budget. These increases are possible because the staff, management, council and administration were able, through good management, to hold expenditures under budget.

Other operating funds such as the Street, Parks Development, Water & Sewer and Recycling & Trash Collection funds have the capacity to afford these salary increases.

The Mayor's Guiding Philosophy

- Recommendation anticipates on-going funding without risking future layoffs.
- Recommendations strive to implement as much of the remaining police & fire 2017 pay plan without creating significant risk of future layoffs, or unreasonable financial risk for the city.
- Non-uniformed employees with at least six (6) months of service to the City qualify for an appropriate increase in compensation. Uniformed employees with one (1) year of service to the City qualify for an appropriate increase in compensation.

Based on these results, the Mayor is recommending the following compensation package to the Council:

- The plan would provide for a structure change for a 75% implementation of the 2017 pay plan and one step increase for eligible Police and Fire uniformed personnel beginning 3/26/2018 keeping everyone in a step.
- The plan would provide for merit increases for other employees comparable to the amount provided for the advancement of one step to uniformed personnel, to be distributed based on merit (4.0% merit pools will be created for that purpose).
- Amounts to merit employees will be based on performance as determined by the appropriate department/division head. These increases will go into effect beginning 3/26/2018.
- To be eligible merit employees must have been paid on Pay – period #21, 2017 which equals a start date before 10/8/2017 and thus completed at least six (6) months of service by this date.

- Uniformed personnel must have been paid on Pay -period #8 2017 which equates to a start date before 4/9/2017 thus completing at least one year of service by this date.

Included is a grid (on page 4 of this packet) that shows the pay plan study results of 2017 (green section row #1)

- evaluated against the new 5 benchmark cities for uniformed employees, (Green section row #2)
- the progress towards market after the 2017 25% implementation, (purple section)
- then three options considered by Mayor Jordan,
 - option A – the originally planned 25% implementation – for a total 50% implementation of the 2017 study, (orange section row #1)
 - option B – implementing the 2017 pay plan uniform study at 35% for a 60% implementation of the 2017 study, (orange section, row #2)
 - option 3 – a 50% implementation of the 2017 pay plan study for a total implementation of 75% of the 2017 uniform pay study. (orange section row #3)

The three options are estimated to cost the city the following:

Option A: \$675,500 for 9 months of 2018, \$922,700 for the full year of 2019 and each year thereafter.

Option B: \$818,500 for 9 months of 2018, \$1,119,000 for the full year of 2019 and each year thereafter.

Option C: \$1,043,000 for 9 months of 2018 and \$1,425,800 for the full year of 2019 and each year thereafter.

*Merit Employees cost for the 4% pool is approximately \$400,000 annual impact.

Study Cities	Fire – Minimum Variance	Fire – Maximum Variance	Police – Minimum Variance	Police – Maximum Variance
All Cities 2016-17 Study	-11.6%	-13.4%	-15.0%	-16.1%
Bentonville, Jonesboro, Rogers, Springdale and Lawrence 2016-17 Study - No LOPFI-2 Discount	-10.8%	-18.0%	-8.3%	-17.4%
Bentonville, Jonesboro, Rogers, Springdale and Lawrence – With FYV 2017 - 25% Implementation	-7.6%	-14.1%	-4.4%	-12.7%
Bentonville, Jonesboro, Rogers, Springdale and Lawrence – With FYV 2017 - 25% + 25% (50% Implementation) 3-26-2018	-3.4%	-10.7%	-0.8%	-8.5%
Bentonville, Jonesboro, Rogers, Springdale and Lawrence – With FYV 2017 - 25% + 35% (60% Implementation) 3-26-2018	-2.2%	-9.3%	0.6%	-6.9%
Bentonville, Jonesboro, Rogers, Springdale and Lawrence – With FYV 2017 - 25% + 50% (75% Implementation) 3-26-2018	-0.5%	-7.3%	2.6%	-4.6%

2016-17 Study - All Cities
2016-17 Study (2018 Market Study Cities)
FYV 2017 25% Implementation (2018 Market Study Cities)
2016-17 Study FYV 2017 25% Implementation (+25 =50%, +35=60%, +50=75% Implementation)

- The 2018 total cost of this plan (both Uniform and Merit employees) is projected to be \$1,405,300 in the General Fund. The 2018 cost for all funds would be \$1,800,600.
- The on-going cost of the plan in future years will be \$1,925,000 for the General Fund and \$2,467,000 for all funds.

BUDGET/STAFF IMPACT:

The Mayor committed to the uniform personnel and the City Council Compensation Committee to evaluate current sales tax trends, and some short-term use of reserves and a willingness to take a risk of a higher than 25% additional implementation if it looked as if collections would continue to hold at current levels and grow, and use of reserves would not be needed in perpetuity to meet budgetary needs.

This proposed implementation will bring the minimum/starting pay for police officers and Fire Fighters beginning pay to the highest in the local market (Springdale, Rogers, Bentonville) when compared to the 2017 pay study data, and above the average minimum starting pay for the newly defined market (Bentonville, Rogers, Springdale, Jonesboro and Lawrence KS) when compared to the 2017 pay study data. As well as the range of increase for those uniform staff at their maximum step the increases will range from 4.9% to 8+% depending upon the position rank.

The impact of this proposal would be to increase the budgets for various funds as follows:

FUNDING SOURCE	2018 PARTIAL IMPACT	ANNUAL IMPACT
1010 - General	\$ 1,405,300	\$ 1,925,000
2100 - Street	78,000	107,000
2130 - Parking	12,700	17,000
2180 - Community Development	9,200	13,000
2250 - Parks Development	42,200	58,000
2930 - Drug Law Enforcement Grant	21,900	30,000
5400 - Water and Sewer	122,700	168,000
5500 - Recycling and Trash Collection	68,700	94,000
5550 - Airport	12,400	17,000
9700 - Shop	27,500	38,000
Total	\$ 1,800,600	\$ 2,467,000

**FAYETTEVILLE FIRE DEPARTMENT PAY PLAN 24 HOUR SHIFT
PROPOSED 50% ADDITIONAL 75% IMPLEMENTATION 03-26-2018**

Position/Grade	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter	BASE PAY	\$ 35,031.04	\$ 36,805.12	\$ 38,579.20	\$ 40,353.28	\$ 42,127.36	\$ 43,901.44	\$ 45,675.52	\$ 47,449.60	\$ 49,223.68	\$ 51,110.40
F232-S	HOLIDAY PAY	\$ 1,194.24	\$ 1,254.72	\$ 1,315.20	\$ 1,375.68	\$ 1,436.16	\$ 1,496.64	\$ 1,557.12	\$ 1,617.60	\$ 1,678.08	\$ 1,742.40
	TOTAL PAY ****	\$ 36,225.28	\$ 38,059.84	\$ 39,894.40	\$ 41,728.96	\$ 43,563.52	\$ 45,398.08	\$ 47,232.64	\$ 49,067.20	\$ 50,901.76	\$ 52,852.80
	HOURLY RATE - SHIFT	\$ 12.44	\$ 13.07	\$ 13.70	\$ 14.33	\$ 14.96	\$ 15.59	\$ 16.22	\$ 16.85	\$ 17.48	\$ 18.15
Driver	BASE PAY	\$ 42,803.20	\$ 44,436.48	\$ 46,069.76	\$ 47,703.04	\$ 49,336.32	\$ 50,969.60	\$ 52,602.88	\$ 54,236.16	\$ 55,869.44	\$ 57,390.08
F235-S	HOLIDAY PAY	\$ 1,459.20	\$ 1,514.88	\$ 1,570.56	\$ 1,626.24	\$ 1,681.92	\$ 1,737.60	\$ 1,793.28	\$ 1,848.96	\$ 1,904.64	\$ 1,956.48
	TOTAL PAY ****	\$ 44,262.40	\$ 45,951.36	\$ 47,640.32	\$ 49,329.28	\$ 51,018.24	\$ 52,707.20	\$ 54,396.16	\$ 56,085.12	\$ 57,774.08	\$ 59,346.56
	HOURLY RATE - SHIFT	\$ 15.20	\$ 15.78	\$ 16.36	\$ 16.94	\$ 17.52	\$ 18.10	\$ 18.68	\$ 19.26	\$ 19.84	\$ 20.38
Captain	BASE PAY	\$ 54,067.20	\$ 55,953.92	\$ 57,840.64	\$ 59,727.36	\$ 61,614.08	\$ 63,500.80	\$ 65,387.52	\$ 67,274.24	\$ 69,160.96	\$ 71,019.52
F238-S	HOLIDAY PAY	\$ 1,843.20	\$ 1,907.52	\$ 1,971.84	\$ 2,036.16	\$ 2,100.48	\$ 2,164.80	\$ 2,229.12	\$ 2,293.44	\$ 2,357.76	\$ 2,421.12
	TOTAL PAY ****	\$ 55,910.40	\$ 57,861.44	\$ 59,812.48	\$ 61,763.52	\$ 63,714.56	\$ 65,665.60	\$ 67,616.64	\$ 69,567.68	\$ 71,518.72	\$ 73,440.64
	HOURLY RATE - SHIFT	\$ 19.20	\$ 19.87	\$ 20.54	\$ 21.21	\$ 21.88	\$ 22.55	\$ 23.22	\$ 23.89	\$ 24.56	\$ 25.22
Battalion Chief	BASE PAY	\$ 63,162.88	\$ 65,443.84	\$ 67,724.80	\$ 70,005.76	\$ 72,286.72	\$ 74,567.68	\$ 76,848.64	\$ 79,129.60	\$ 81,410.56	\$ 83,663.36
F241-S	HOLIDAY PAY	\$ 2,153.28	\$ 2,231.04	\$ 2,308.80	\$ 2,386.56	\$ 2,464.32	\$ 2,542.08	\$ 2,619.84	\$ 2,697.60	\$ 2,775.36	\$ 2,852.16
	TOTAL PAY ****	\$ 65,316.16	\$ 67,674.88	\$ 70,033.60	\$ 72,392.32	\$ 74,751.04	\$ 77,109.76	\$ 79,468.48	\$ 81,827.20	\$ 84,185.92	\$ 86,515.52
	HOURLY RATE - SHIFT	\$ 22.43	\$ 23.24	\$ 24.05	\$ 24.86	\$ 25.67	\$ 26.48	\$ 27.29	\$ 28.10	\$ 28.91	\$ 29.71

24 HR SHIFT SCHEDULED HOURS: 2912 TOTAL PAY INCLUDES BASE PAY AND HOLIDAY PAY FOR THE 12 HOLIDAYS RECOGNIZED BY THE CITY (96 HOURS)

PREMIUM HOLIDAY PAY: FOR THE RANKS OF FIREFIGHTER, DRIVER, CAPTAIN AND BATTALION CHIEF 104 HOURS OF PREMIUM HOLIDAY PAY IS PRORATED OVER EACH OF THE 26 PAY PERIODS AND LISTED SEPARATELY ON THE PAYSTUB. PREMIUM HOLIDAY PAY ASSISTS IN ALIGNING HOLIDAY PAY PRACTICES WITH OTHER FIRE DEPARTMENTS.

*******NOTE** The Pay Plan steps are based on the hourly rate. Total Pay is calculated by multiplying the hourly rate by 2912.

**FAYETTEVILLE FIRE DEPARTMENT PAY PLAN DAY SHIFT
PROPOSED 50% ADDITIONAL 75% IMPLEMENTATION 03-26-2018**

Position/Grade	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter	BASE PAY	\$ 34,561.28	\$ 36,327.04	\$ 38,092.80	\$ 39,858.56	\$ 41,624.32	\$ 43,390.08	\$ 45,155.84	\$ 46,921.60	\$ 48,687.36	\$ 50,413.44
F232-D	HOLIDAY PAY	\$ 1,672.32	\$ 1,757.76	\$ 1,843.20	\$ 1,928.64	\$ 2,014.08	\$ 2,099.52	\$ 2,184.96	\$ 2,270.40	\$ 2,355.84	\$ 2,439.36
	TOTAL PAY ****	\$ 36,233.60	\$ 38,084.80	\$ 39,936.00	\$ 41,787.20	\$ 43,638.40	\$ 45,489.60	\$ 47,340.80	\$ 49,192.00	\$ 51,043.20	\$ 52,852.80
	HOURLY RATE - SHIFT	\$ 17.42	\$ 18.31	\$ 19.20	\$ 20.09	\$ 20.98	\$ 21.87	\$ 22.76	\$ 23.65	\$ 24.54	\$ 25.41
Driver	BASE PAY	\$ 42,219.52	\$ 43,826.56	\$ 45,433.60	\$ 47,040.64	\$ 48,647.68	\$ 50,254.72	\$ 51,861.76	\$ 53,468.80	\$ 55,075.84	\$ 56,623.36
F235-D	HOLIDAY PAY	\$ 2,042.88	\$ 2,120.64	\$ 2,198.40	\$ 2,276.16	\$ 2,353.92	\$ 2,431.68	\$ 2,509.44	\$ 2,587.20	\$ 2,664.96	\$ 2,739.84
	TOTAL PAY ****	\$ 44,262.40	\$ 45,947.20	\$ 47,632.00	\$ 49,316.80	\$ 51,001.60	\$ 52,686.40	\$ 54,371.20	\$ 56,056.00	\$ 57,740.80	\$ 59,363.20
	HOURLY RATE - SHIFT	\$ 21.28	\$ 22.09	\$ 22.90	\$ 23.71	\$ 24.52	\$ 25.33	\$ 26.14	\$ 26.95	\$ 27.76	\$ 28.54
Captain	BASE PAY	\$ 53,290.24	\$ 55,155.20	\$ 57,020.16	\$ 58,885.12	\$ 60,750.08	\$ 62,615.04	\$ 64,480.00	\$ 66,344.96	\$ 68,209.92	\$ 70,055.04
F238-D	HOLIDAY PAY	\$ 2,578.56	\$ 2,668.80	\$ 2,759.04	\$ 2,849.28	\$ 2,939.52	\$ 3,029.76	\$ 3,120.00	\$ 3,210.24	\$ 3,300.48	\$ 3,389.76
	TOTAL PAY ****	\$ 55,868.80	\$ 57,824.00	\$ 59,779.20	\$ 61,734.40	\$ 63,689.60	\$ 65,644.80	\$ 67,600.00	\$ 69,555.20	\$ 71,510.40	\$ 73,444.80
	HOURLY RATE - SHIFT	\$ 26.86	\$ 27.80	\$ 28.74	\$ 29.68	\$ 30.62	\$ 31.56	\$ 32.50	\$ 33.44	\$ 34.38	\$ 35.31
Battalion Chief	BASE PAY	\$ 62,317.44	\$ 64,559.36	\$ 66,801.28	\$ 69,043.20	\$ 71,285.12	\$ 73,527.04	\$ 75,768.96	\$ 78,010.88	\$ 80,252.80	\$ 82,494.72
F241-D	HOLIDAY PAY	\$ 3,015.36	\$ 3,123.84	\$ 3,232.32	\$ 3,340.80	\$ 3,449.28	\$ 3,557.76	\$ 3,666.24	\$ 3,774.72	\$ 3,883.20	\$ 3,991.68
	TOTAL PAY ****	\$ 65,332.80	\$ 67,683.20	\$ 70,033.60	\$ 72,384.00	\$ 74,734.40	\$ 77,084.80	\$ 79,435.20	\$ 81,785.60	\$ 84,136.00	\$ 86,486.40
	HOURLY RATE - SHIFT	\$ 31.41	\$ 32.54	\$ 33.67	\$ 34.80	\$ 35.93	\$ 37.06	\$ 38.19	\$ 39.32	\$ 40.45	\$ 41.58

DAY SHIFT SCHEDULED HOURS: 2080 TOTAL PAY INCLUDES BASE PAY AND HOLIDAY PAY FOR THE 12 HOLIDAYS RECOGNIZED BY THE CITY (96 HOURS)

PREMIUM HOLIDAY PAY: FOR THE RANKS OF FIREFIGHTER, DRIVER, CAPTAIN AND BATTALION CHIEF 96 HOURS OF PREMIUM HOLIDAY PAY IS PRORATED OVER EACH OF THE 26 PAY PERIODS AND LISTED SEPARATELY ON THE PAYSTUB. PREMIUM HOLIDAY PAY ASSISTS IN ALIGNING HOLIDAY PAY PRACTICES WITH OTHER FIRE DEPARTMENTS. 16 HOURS OF PERSONAL LEAVE TIME OFF IS OFFERED TO THESE RANKS.

*******NOTE** The Pay Plan steps are based on the hourly rate. Total Pay is calculated by multiplying the hourly rate by 2080.

**FAYETTEVILLE POLICE DEPARTMENT PAY PLAN
PROPOSED 50% ADDITIONAL 75% IMPLEMENTATION 03-26-2018**

Position/Grade	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Police Officer	BASE PAY	\$ 36,723.84	\$ 38,588.80	\$ 40,453.76	\$ 42,318.72	\$ 44,183.68	\$ 46,048.64	\$ 47,913.60	\$ 49,778.56	\$ 51,643.52	\$ 53,548.16
P330	HOLIDAY PAY	\$ 1,776.96	\$ 1,867.20	\$ 1,957.44	\$ 2,047.68	\$ 2,137.92	\$ 2,228.16	\$ 2,318.40	\$ 2,408.64	\$ 2,498.88	\$ 2,591.04
	TOTAL PAY ****	\$ 38,500.80	\$ 40,456.00	\$ 42,411.20	\$ 44,366.40	\$ 46,321.60	\$ 48,276.80	\$ 50,232.00	\$ 52,187.20	\$ 54,142.40	\$ 56,139.20
	HOURLY RATE	\$ 18.51	\$ 19.45	\$ 20.39	\$ 21.33	\$ 22.27	\$ 23.21	\$ 24.15	\$ 25.09	\$ 26.03	\$ 26.99
Police Corporal	BASE PAY	\$ 44,044.80	\$ 46,227.20	\$ 48,409.60	\$ 50,592.00	\$ 52,774.40	\$ 54,956.80	\$ 57,139.20	\$ 59,341.44		
P332	HOLIDAY PAY	\$ 2,131.20	\$ 2,236.80	\$ 2,342.40	\$ 2,448.00	\$ 2,553.60	\$ 2,659.20	\$ 2,764.80	\$ 2,871.36		
	TOTAL PAY ****	\$ 46,176.00	\$ 48,464.00	\$ 50,752.00	\$ 53,040.00	\$ 55,328.00	\$ 57,616.00	\$ 59,904.00	\$ 62,212.80		
	HOURLY RATE	\$ 22.20	\$ 23.30	\$ 24.40	\$ 25.50	\$ 26.60	\$ 27.70	\$ 28.80	\$ 29.91		
Police Sergeant	BASE PAY	\$ 48,826.24	\$ 50,810.24	\$ 52,794.24	\$ 54,778.24	\$ 56,762.24	\$ 58,746.24	\$ 60,730.24	\$ 62,714.24	\$ 64,698.24	\$ 66,642.56
P335	HOLIDAY PAY	\$ 2,362.56	\$ 2,458.56	\$ 2,554.56	\$ 2,650.56	\$ 2,746.56	\$ 2,842.56	\$ 2,938.56	\$ 3,034.56	\$ 3,130.56	\$ 3,224.64
	TOTAL PAY ****	\$ 51,188.80	\$ 53,268.80	\$ 55,348.80	\$ 57,428.80	\$ 59,508.80	\$ 61,588.80	\$ 63,668.80	\$ 65,748.80	\$ 67,828.80	\$ 69,867.20
	HOURLY RATE	\$ 24.61	\$ 25.61	\$ 26.61	\$ 27.61	\$ 28.61	\$ 29.61	\$ 30.61	\$ 31.61	\$ 32.61	\$ 33.59
Police Lieutenant	BASE PAY	\$ 56,623.36	\$ 58,686.72	\$ 60,750.08	\$ 62,813.44	\$ 64,876.80	\$ 66,940.16	\$ 69,003.52	\$ 71,066.88	\$ 73,130.24	\$ 75,134.08
P337	HOLIDAY PAY	\$ 2,739.84	\$ 2,839.68	\$ 2,939.52	\$ 3,039.36	\$ 3,139.20	\$ 3,239.04	\$ 3,338.88	\$ 3,438.72	\$ 3,538.56	\$ 3,635.52
	TOTAL PAY ****	\$ 59,363.20	\$ 61,526.40	\$ 63,689.60	\$ 65,852.80	\$ 68,016.00	\$ 70,179.20	\$ 72,342.40	\$ 74,505.60	\$ 76,668.80	\$ 78,769.60
	HOURLY RATE	\$ 28.54	\$ 29.58	\$ 30.62	\$ 31.66	\$ 32.70	\$ 33.74	\$ 34.78	\$ 35.82	\$ 36.86	\$ 37.87

TOTAL PAY: TOTAL PAY INCLUDES BASE PAY AND HOLIDAY PAY FOR THE 12 HOLIDAYS RECOGNIZED BY THE CITY (96 HOURS)

PREMIUM HOLIDAY PAY: FOR THE RANKS OF OFFICER, CORPORAL, SERGEANT AND LIEUTENANT 96 HOURS OF PREMIUM HOLIDAY PAY IS PRORATED OVER EACH OF THE 26 PAY PERIODS AND LISTED SEPARATELY ON THE PAYSTUB. PREMIUM HOLIDAY PAY ASSISTS IN ALIGNING HOLIDAY PAY PRACTICES WITH OTHER POLICE DEPARTMENTS. 8 HOURS OF PERSONAL LEAVE TIME OFF IS OFFERED TO THESE RANKS.

*******NOTE** The Pay Plan steps are based on the hourly rate. Total Pay is calculated by multiplying the hourly rate by scheduled hours - 2080.