

City of Fayetteville Staff Review Form

**2021-0245**

**Legistar File ID**

**4/6/2021**

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

Missy Cole

3/29/2021

HUMAN RESOURCES (120)

**Submitted By**

**Submitted Date**

**Division / Department**

**Action Recommendation:**

Staff recommends the City Council accept the 2021 Fire and Police Pay and Benefits Study conducted by the Johanson Group and approve the proposed Fire and Police step pay plans.

**Budget Impact:**

Account Number	Fund
Project Number	Project Title
<b>Budgeted Item?</b> <u>  No  </u>	<b>Current Budget</b> \$            -
	<b>Funds Obligated</b> \$            -
	<b>Current Balance</b> <span style="border: 1px solid gray; padding: 2px;">\$            -</span>
<b>Does item have a cost?</b> <u>  No  </u>	<b>Item Cost</b>
<b>Budget Adjustment Attached?</b> <u>  NA  </u>	<b>Budget Adjustment</b>
	<b>Remaining Budget</b> <span style="border: 1px solid gray; padding: 2px;">\$            -</span>

V20180321

**Purchase Order Number:** \_\_\_\_\_

**Previous Ordinance or Resolution #** \_\_\_\_\_

**Change Order Number:** \_\_\_\_\_

**Approval Date:** \_\_\_\_\_

**Original Contract Number:** \_\_\_\_\_

**Comments:**



**MEETING OF APRIL 6, 2021**

**TO:** Mayor and City Council

**THRU:** Susan Norton, Chief of Staff

**FROM:** Missy Cole, HR Director

**DATE:** March 29, 2021

**SUBJECT:** Acceptance of the 2021 Fire and Police Pay and Benefits Study and Approval of Proposed Fire and Police Step Pay Plans

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**RECOMMENDATION:**

Staff recommends the City Council accept the 2021 Fire and Police Pay and Benefits Study conducted by the Johanson Group and approve the proposed Fire and Police step pay plans.

**BACKGROUND:**

In 2016, after a professional services selection was completed, City Council approved a contract for the Johanson Group to conduct a classification, compensation, and benefits study. The contract included contingency amounts for ongoing market reviews and other consulting services.

Following the implementation of the classification study, Mayor Jordan formed the 2017 City Council Ad Hoc Pay Plan Committee to make recommendations to the City Council regarding new criteria for future pay and benefits studies. The Committee consisted of Council Members, Administration and one representative from each employee group – Fire, Police, and Merit. This Committee made the following recommendations to the City Council regarding Fire and Police pay and benefits surveys.

1. Survey data sources–Bentonville, Rogers, Springdale, Jonesboro, and Lawrence, KS
2. Survey frequency–conduct annual studies, alternating between Police and Fire in the odd numbered years and merit in the even numbered years
3. Survey five benefits provided by the data sources–retirement, medical/dental, time off in excess of statutory requirements, certification pay, and longevity pay

On February 6, 2018, the City Council approved these recommendations along with a change order to the Johanson Group contract to conduct annual pay and benefits studies.

**DISCUSSION:**

The Johanson Group's 2021 Fire and Police Pay and Benefits Study Report follows this staff memo. The Final Report provides a summary of the study, including a discussion of the five benefit options identified for inclusion in the survey. The study recommendations from the Johanson Group are listed below:

- Adoption of the 2021 Proposed Fire and Police Pay Step Plans
- Continuation of current competitive employee benefits for Fire and Police uniformed personnel to meet the City's Total Rewards: Compensation and Benefits Philosophy – Competitive base pay to attract applicants within the City's market recruitment area and retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings

**BUDGET/STAFF IMPACT:**

Accepting the Johanson Group Study and adopting the proposed pay plans will equip the City to implement updated, competitive fire and police pay structures.

A separate agenda item with Mayor Jordan's recommendation for the 2021 Employee Compensation Appropriation Authority & Step Pay Plan Structure Adjustments will be presented to the City Council for consideration.

**Attachments:**

Johanson Group's City of Fayetteville 2021 Fire and Police Pay and Benefits Study Report

# CITY OF FAYETTEVILLE

## 2021 FIRE AND POLICE PAY AND BENEFITS STUDY REPORT

March 29, 2021

**PRESENTED TO:**

The Honorable Mayor Lioneld Jordan  
Honorable Members of the City Council

**PRESENTED BY:**

Blair and Bruce Johanson  
President and Vice President

johanson | group

MANAGEMENT CONSULTING SERVICES

2928 McKee Circle, Ste 123

Fayetteville, AR 72703

479.521.2697

March 22, 2021

To: The Honorable Lioneld Jordan, Mayor  
Honorable Members of the City Council

From: Blair and Bruce Johanson, President and Vice-President

Subject: 2021 Fire and Police Pay and Benefits Study Final Report

Johanson Group is pleased to provide this Fire and Police Pay and Benefits study report. It is based on an analysis of fire and police uniformed pay range comparisons with competing municipalities in the City's labor market (Bentonville, Rogers and Springdale) and two benchmark cities (Jonesboro, AR and Lawrence, KS) located outside the Northwest Arkansas region. This memo narrative summarizes the 2021 Fire and Police Pay and Benefits Study findings and recommendations.

### **Background Information**

Following the completion of the 2017 pay and benefits study in the Spring of 2017, Mayor Jordan formed the 2017 City Council Ad Hoc Pay Plan Committee to research and provide acceptable direction and parameters for future uniformed personnel and merit staff pay and benefits studies. The Committee met on several occasions and finalized their work in November, 2017 with the following study directives that apply to the 2021 Fire and Police Pay and Benefits Study.

- Total Rewards: Compensation & Benefits Philosophy – Competitive base pay to attract applicants within the City's market recruitment area and retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings
- Study Market Cities: Bentonville, Rogers, Springdale, Jonesboro and Lawrence, KS
- Evaluation of Employee Benefit Options – 5 major prevalent benefits: Retirement Plan, Medical/Dental, Time Off Plans, Certificate Pay, and Longevity Pay
- Frequency of surveys – Every other year (Civil Service-odd years and Merit-even years)
- Financially sustainable structures for step & merit pay plans
- Applies to apples comparison on step and merit range mins and maxes

### **Discussion of the Fire and Police Pay Plans**

The Fire and Police Pay Plans are based on the actual market pay average minimums and actual blended market pay average maximums for each rank. Pay step plan 2021 minimums and maximums for Springdale, Jonesboro and Lawrence and merit pay plan 2021 minimums and blended maximums for Bentonville and Rogers were compared to Fayetteville's 2020 Fire and Police pay step range minimums and maximums for each rank. Position pay step ranges for the City of Lawrence's Fire Captain and Police Sergeant were modified to provide better position and pay range comparison matches for the City of Fayetteville's ranks of Fire Captain, Police Sergeant, and Police Lieutenant in the 2021 Fire and Police market pay study. The cities of Jonesboro and Springdale Fire and Police pay step plans did not change for 2021. The cities of Rogers and Bentonville 2020 pay plan ranges increased by 2.0% and 1.3% respectively for 2021 and Lawrence's Fire and Police 2020 pay step plans were increased by 0.5% for 2021.

The position matches and blended maximums were used to create apple to apple comparisons for market study average pay step and merit range minimums and maximums. The market 2021 Fire and Police Pay Study Variances by Position Title table based on pay range minimums and blended maximums is located in Appendix 2.

The overall market average pay range minimums and blended maximums for the Fire and Police positions are noted on the one page document in Appendix 3. Pay range minimums and maximums for the cities of Jonesboro and Lawrence were adjusted by the Geographical Compensation Differential (GCD) multiplier as noted on Appendix 3. The GCD table for all of the study cities appears in Appendix 13.

The steps were then created by calculating the dollar amount to develop equitable increases from the minimum to the maximum step. The 2021 Fire and Police uniformed rank positions pay plan drafts based on implementing the identified market study variances are noted in Appendices 14 and 15 (Fire) and Appendix 16 (Police).

#### **Average Annual Pay by Job Title**

As part of the market compensation study, Johanson Group asked the market study municipalities to provide average annual pay by job title. The Fayetteville fire and police uniformed employees' average pay for all ranked positions is close to the market means. The 2020 overall fire uniformed annual average base pay mean is .8% ahead of the 2020 market fire annual pay means, and 2020 overall police uniformed annual average base pay mean is 2.0% ahead of the 2020 market police annual pay means. The detailed market annual pay mean data by municipality and job title worksheet appears in Appendix 7.

#### **Discussion of the External Prevalent Market Benefits Study**

##### **Retirement Plan**

The City of Fayetteville has adopted and continues to fund the Arkansas LOPFI 2 retirement plan for its uniformed fire and police personnel. The 2020 Arkansas market pay study cities offer and fund LOPFI 1 retirement plans for their fire and police personnel. The City of Fayetteville contributed 26.00% and 25.84% of covered pay for fire and police uniformed personnel respectively during the 2020 calendar year. The market pay study cities inclusive of Lawrence averaged 21.7% and 22.7% contributions of base pay for fire and police uniformed personnel. The City of Fayetteville's funding of the LOPFI 2 retirement plan exceeds the market for the Arkansas study municipalities and City of Lawrence.

##### **Medical and Dental Plans**

The City of Fayetteville offers medical health insurance plan options, and the most popular plan is the High Deductible Health Plan (HDHP) with Health Savings Account contributions made by the City. The City of Fayetteville's cost share of the HDHP insurance monthly premiums and annual HSA contributions for its employees exceed the market. The City of Fayetteville offers a separate

dental plan and the dental insurance premiums are paid by the City employees. The market offers cost shares on dental insurance monthly premiums from 25% to 100% with an average of 55%.

### **Time off Plans**

For Police Sick Days and Fire Sick Shifts, the City of Fayetteville offers 12 accrued sick days/shifts during the first year of employment and 20 accrued sick days/shifts from the second year and beyond. The 2021 Arkansas pay and benefits study municipalities offer 20 accrued sick days/shifts from some point during the first year of employment and for each year after.

For Police and Fire Vacation Leave, the City of Fayetteville is competitive with market average vacation days/shifts offered during years one to ten of employment. For Police, accrued vacation is less than market average vacation days from ten to twenty years of employment and then above market average vacation days from twenty or more years of employment. For Fire vacation shifts, the City of Fayetteville is less than market average vacation shifts from ten or more years of employment.

### **Certificate Pay**

The City of Fayetteville offers certificate pay for police officers and no certificate pay for fire uniformed positions. The market study municipalities offer limited options for fire certificate pay, and more options are offered for police focused certificate pay, especially in the cities of Bentonville and Lawrence.

### **Longevity Pay**

Two of the five market study municipalities do not offer longevity pay plans. Three of five market study municipalities offer longevity pay plans that start after five years of employment for two of the cities and after twenty-one years of employment for one of the cities. Annual minimum payouts range from \$250 to \$1,000.

### **Other Fire and Police Pay and Benefits Study Information Discussion**

Additional information beyond the City Council's directives for the 2021 Fire and Police Pay and Benefits Study was requested by Fire and Police Chiefs and Fire and Police labor representatives. Average City Tenure by Job Title, Benefits Study Summary Worksheets, and Assignment Pay were completed and noted respectfully in Appendices 8, 10, and 12.

### **Recommendations for the Fire and Police Pay and Benefits Study**

- Adoption of the 2021 Proposed Fire and Police Pay Step Plans
- Continuation of current competitive employee benefits for Fire and Police uniformed personnel to meet the City's Total Rewards: Compensation and Benefits Philosophy – Competitive base pay to attract applicants within the City's market recruitment area and retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings

## List of Appendices:

2021 Fire and Police Pay and Benefits Study Report Cover Page  
Appendix 1: City Council Direction for Future Pay and Benefits Studies: Uniformed Positions  
Appendix 2: Fire and Police Range Full Min and Blended Max 2021 Pay Study Variance Percentages  
Appendix 3: Fire and Police Pay Range Study Full Min & Blended Max & Revised Position Matches  
Appendix 4: Fire and Police Study – City of Lawrence Position Match Methodology  
Appendix 5: Fire and Police Pay Range Study – Full Min and Blended Pay Range Max Methodology  
Appendix 6: Fire and Police Blended Maximum Bentonville and Rogers Worksheets 1-11-2021  
Appendix 7: Fire and Police Study – Average Pay and Pay Range Penetration by Job Title  
Appendix 8: Fire and Police Study – Average City Tenure by Job Title  
Appendix 9: Fire and Police Study – Medical and Dental Cost Shares  
Appendix 10: Fire and Police Pay and Benefits Study Summary  
Appendix 11: Fire and Police Study – Certificate Pay  
Appendix 12: Fire and Police Study – Assignments and Pay  
Appendix 13: 2020 Geographical Compensation Differential (GCD) Table  
Appendix 14: Proposed Fire Department Pay Plan 24 Hour Shift  
Appendix 15: Proposed Fire Department Pay Plan Day Shift  
Appendix 16: Proposed Police Department Pay Plan

Johanson Group would be pleased to answer any questions you might have concerning this report and the recommendations for the 2021 Fire and Police Pay and Benefits Study.

It has been a pleasure working with the City's leadership team on this biennial study.

Sincerely,

A handwritten signature in black ink that reads "Blair Johanson". The signature is written in a cursive, flowing style.

Blair Johanson  
President, Johanson Group  
Phone: 479-521-2697  
[www.johansongroup.net](http://www.johansongroup.net)



# APPENDIX 1

## 2021 Base Pay and Benefits Study Civil Service – Uniformed Positions City Council – Future Pay and Benefits Studies

- ***Total Rewards: Comp. & Benefits Philosophy***
  - *Competitive base pay to attract applicants within the City's market recruitment area*
  - *Retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings*
- ***Study Market Area: Bentonville, Rogers, Springdale, Jonesboro and Lawrence***
- ***Evaluation of Employee Benefit Options – 5 major benefits***
  - *Retirement Plan, Medical/Dental, Time Off Plans above statutory requirement, Certificate Pay, Longevity Pay*
- ***Frequency of surveys – Every other year (Civil Service-odd years and Merit-even years)***
- ***Financially sustainable structures for step & merit pay plans***
- ***Apples to apples on step and merit range mins and maxes***

# APPENDIX 2

## City of Fayetteville

### Pay Study Plans – Fire and Police

#### Uniformed Rank Positions

#### 2021 Pay Study Variances by Position Title

#### Pay Range Full Minimums and Blended Maximums

#### Revised Position Matches

February 12, 2021

Fire Position Title	Average Pay Range Minimum Variance	Average Pay Range Maximum Variance
Battalion Chief	-4.1%	-7.1%
Fire Captain	-4.0%	-5.3%
Driver	-4.0%	-5.0%
Firefighter	-4.1%	-4.6%
Average	-4.1%	-5.5%

Police Position Title	Average Pay Range Minimum Variance	Average Pay Range Maximum Variance
Police Lieutenant	-4.6%	-2.1%
Police Sergeant	-3.9%	-3.8%
Police Corporal	-1.2%	-5.8%
Police Officer	-1.6%	-2.5%
Average	-2.8%	-3.6%

#### Pay Range Study Cities:

Bentonville

Rogers

Springdale

Jonesboro

Lawrence, KS

# APPENDIX 3

## City of Fayetteville

### Fire and Police Pay Range Study

#### Full Minimums & Blended Maximums and Revised Position Matches

February 12, 2021

### Fire Department

City	Firefighter	Firefighter	Fire Driver	Fire Driver	Fire Captain	Fire Captain	Battalion Chief	Battalion Chief
	Min	Max	Min	Max	Min	Max	Min	Max
Bentonville	\$38,870	\$46,644	\$44,820	\$58,245	\$53,760	\$78,398	\$65,631	\$88,768
Rogers	\$39,178	\$54,414	\$44,134	\$61,298	\$57,767	\$80,231	\$82,552	\$101,670
Springdale	\$37,982	\$56,017	\$39,189	\$58,775	\$52,821	\$79,220	\$62,444	\$93,651
Jonesboro*	\$37,642	\$56,268	\$56,718	\$65,446	\$66,526	\$76,333	\$77,444	\$88,331
Lawrence*	\$42,840	\$70,120	\$46,134	\$75,512	\$67,534	\$99,902	\$86,259	\$125,034
<b>Average</b>	<b>\$39,302</b>	<b>\$56,693</b>	<b>\$46,199</b>	<b>\$63,855</b>	<b>\$59,682</b>	<b>\$82,817</b>	<b>\$74,866</b>	<b>\$99,491</b>
Fayetteville	\$37,769	\$54,221	\$44,408	\$60,832	\$57,366	\$78,653	\$71,926	\$92,922
Variance \$	(\$1,533)	(\$2,472)	(\$1,791)	(\$3,023)	(\$2,316)	(\$4,164)	(\$2,940)	(\$6,569)
Variance %	-4.06%	-4.56%	-4.03%	-4.97%	-4.04%	-5.29%	-4.09%	-7.07%

### Police Department

City	Police Officer	Police Officer	Police Corporal	Police Corporal	Police Sergeant	Police Sergeant	Police Lieutenant	Police Lieutenant
	Min	Max	Min	Max	Min	Max	Min	Max
Bentonville	\$40,914	\$51,574	\$49,462	\$68,682	\$54,392	\$71,989	\$61,984	\$84,773
Rogers	\$41,657	\$51,230	\$49,091	\$66,651	\$57,767	\$78,488	\$77,513	\$82,732
Springdale	\$38,470	\$56,737	\$46,006	\$68,999	\$53,500	\$80,238	\$63,246	\$94,855
Jonesboro*	\$35,535	\$53,148			\$53,560	\$61,800	\$62,830	\$72,100
Lawrence*	\$42,969	\$75,827			\$67,132	\$89,131	\$80,591	\$104,003
<b>Average</b>	<b>\$39,909</b>	<b>\$57,703</b>	<b>\$48,186</b>	<b>\$68,111</b>	<b>\$57,270</b>	<b>\$76,329</b>	<b>\$69,233</b>	<b>\$87,693</b>
Fayetteville	\$39,270	\$56,306	\$47,611	\$64,397	\$55,120	\$73,570	\$66,186	\$85,862
Variance \$	(\$639)	(\$1,397)	(\$575)	(\$3,714)	(\$2,150)	(\$2,759)	(\$3,047)	(\$1,831)
Variance %	-1.63%	-2.48%	-1.21%	-5.77%	-3.90%	-3.75%	-4.60%	-2.13%

Jonesboro\*

1.03 GCD Multiplier

Jonesboro Fire: 2,750 Hours Annualized to 2,912 Hours

Lawrence\*

0.94 GCD Multiplier

# APPENDIX 4

## City of Fayetteville

### 2021 Pay Study Plans – Fire and Police

#### Uniform Ranked Positions

January 11, 2021

#### Positions Match Methodology with City of Lawrence Positions as Established in the 2019 Study

##### Fire Captain

After reviewing and discussing the City of Lawrence Fire Lieutenant and Fire Captain position descriptions with Fire Chief Dayringer and Fire Labor Group Representative Jimmy Vinyard, we agreed that the Lawrence Fire Lieutenant was a lesser job than the City of Fayetteville’s Fire Captain position and the Lawrence Fire Captain was higher than Fayetteville’s Fire Captain position. During the February 15, 2019 meeting, it was recommended that the Fayetteville Fire Captain pay step plan range match would be based on the minimum combined average and maximum combined average of the City of Lawrence’s Fire Lieutenant and Fire Captain positions.

City of Lawrence	Pay Step Plan Minimum	Pay Step Plan Maximum
Fire Lieutenant	\$54,477	\$82,947
Fire Captain	\$80,591	\$116,857
Match Rate	\$67,534	\$99,902

##### Police Lieutenant and Police Sergeant

The City of Lawrence has a Police Lieutenant position. The City of Lawrence has a Police Sergeant position, but based on a review and discussion of the job description by Deputy Chief of Police Reynolds, Captain Jamie Fields and Police Labor Group Representative Phillip Lee, it was determined that it functioned at a different level and was not good match for the City of Fayetteville’s Police Sergeant position. During the February 13, 2019 meeting, the participants discussed various options for providing a pay step plan range minimum and maximum match from the City of Lawrence’s Police Sergeant position for the 2019 Fayetteville Police Sergeant and Lieutenant market pay step plan study. The following methodology was used to create a City of Lawrence Pay Step Plan Minimum and Maximum comparison for both police positions.

City of Lawrence Lt. Range (12-20-2020) w/GCD Adjustment	Pay Step Plan Minimum	Pay Step Plan Maximum
Police Lieutenant FYV Study Match	\$80,591	\$104,003
Police Sergeant FYV Study Match	\$67,132	\$89,131

FYV Police Lieutenant	FYV Police Sergeant	FYV Sergeant as a % of FYV Lieutenant	Same % of Lawrence Police Lieutenant Match
Minimum: \$66,186	Minimum: \$55,120	83.3%	83.3% X \$80,591 = \$67,132
Maximum: \$85,862	Maximum: \$73,570	85.7%	85.7% X \$104,003 = \$89,131

# APPENDIX 5

## City of Fayetteville

### 2021 Pay Study Plans – Fire and Police

#### Uniform Ranked Positions

January 11, 2021

#### Pay Range Full Minimum and Blended Maximum Calculations for Pay Study

- Pay Step Plan Minimums for Jonesboro, Lawrence and Springdale
- Merit Pay Range Minimums for Rogers based on 90% of Range Midpoint
- Merit Pay Range Minimums for Bentonville

Jonesboro: Police Officer and Firefighter: 21 Steps; Police Sergeant and Fire Driver/Engineer: 11 Steps  
Police Lieutenant, Fire Captain and Fire Battalion Chief: 8 Steps

Lawrence: 24 Steps – Police Officer

Pay step movements are based on annual tenure (2.5%), annual merit (2.5%) and competency achievements (2.5%)

Top out of the pay step plan without competency achievements is step 16 within 8 years

Top out of the pay step plan with up to a max of 6 competency achievements is step 24 within 9 years (best case)

Competency achievements are based on 4 areas: Educational, Perishable, Technical and Special Assignments

24 Steps – Firefighter, Engineer and Fire Lieutenant

Steps 2 – 16 have a 2.5% separation between pay steps and steps 17 – 24 have 1.25% separation between pay steps

Pay step movements are based on annual tenure and annual evaluations – up to two steps per year until 24<sup>th</sup> step

Top out of pay step plan within 12 years with two step movements per year (best case)

Springdale: 10 Steps – All uniformed fire and police positions except for Fire Chief and Police Chief

- Pay Step Plan Maximums for Jonesboro, Lawrence and Springdale
- Bentonville and Rogers have merit pay (non-step) ranges for fire and police uniformed positions. To help with apple to apple comparisons with blended maximums the following methodologies were used.

Bentonville: Merit Pay Range Maximums: 120% of actual pay average for fire and police uniformed positions except for Fire Driver and Police Corporal Ranks where the highest paid employee's pay above 120% of actual pay average was selected

Rogers: Merit Pay Range Maximums were used for Firefighter, Fire Driver and Fire Captain and highest salary selected for Battalion Chief

Merit Pay Range Maximums and Pay Range Blended Maximum for Corporal, Sergeant and Lieutenant based on highest paid salary by rank and pay range blended maximum for the Police Officer position.

# APPENDIX 6 Page 1

## City of Fayetteville

### Fire Pay Study

### Blended Maximum Worksheet

January 11, 2021

#### Bentonville - Fire

	Actual Average Salary	Multiple %	Pay Range Blended Max	2021 Pay Range Max	Highest Paid Emps.	Level I or II	Emps. with this Salary	Years of Tenure
Firefighter I	\$38,870	120%	\$46,644	\$58,185	\$38,870	I	1	1
					\$41,501	II	1	2
Fire Driver	\$47,750	120%	\$57,300	\$67,335	\$58,245		1	22
					\$57,169		1	23
					\$56,332		1	19
Fire Captain	\$65,332	120%	\$78,398	\$83,511	\$73,853		2	30 & 27
Battalion Chief	\$73,973	120%	\$88,768	\$102,557	\$73,973		1	24

#### Rogers - Fire

	Actual Average Salary	Multiple %	Pay Range Blended Max	2021 Pay Range Max	Highest Paid Emps.	Level I or II	Emps. with this Salary	Years of Tenure
Firefighter/EMT	\$40,337	120%	\$48,404	\$54,414	\$65,063		1	23
					\$54,144		1	18
					\$47,917		1	8
					\$46,173		1	7
Fire Driver	\$50,103	120%	\$60,124	\$61,298	\$60,581		1	21
					\$60,100		1	21
					\$51,497		1	14
Fire Captain	\$67,762	110%	\$74,538	\$80,231	\$78,719		1	27
					\$78,659		1	25
					\$75,410		1	20
					\$75,110		2	22
Battalion Chief	\$90,344	100%	\$90,344	\$114,655	\$101,670		1	32
					\$96,196		1	28
					\$81,757		1	21

# APPENDIX 6 Page 2

## City of Fayetteville

### Police Pay Study

### Blended Maximum Worksheet

January 11, 2021

#### Bentonville - Police

	Actual Average Salary	Multiple %	Pay Range Blended Max	2021 Pay Range Max	Highest Paid Emps.	Level I or II	Emps. with this Salary	Years of Tenure
Police Officer	\$42,978	120%	\$51,574	\$60,549	\$47,445	II	1	9
					\$43,805	I	1	4
Police Corporal	\$53,714	120%	\$64,457	\$73,278	\$68,682		2	20 & 26
					\$67,288		1	21
					\$60,819		1	17
Police Sergeant	\$59,991	120%	\$71,989	\$80,579	\$68,890		1	22
					\$62,442		1	22
Police Lieutenant	\$70,644	120%	\$84,773	\$99,154	\$81,952		1	24

#### Rogers - Police

	Actual Average Salary	Multiple %	Pay Range Blended Max	2021 Pay Range Max	Highest Paid Emps.	Level I or II	Emps. with this Salary	Years of Tenure
Police Officer	\$42,692	120%	\$51,230	\$57,856	\$48,460		1	3
					\$48,133		1	5
Police Corporal	\$53,020	120%	\$63,624	\$68,183	\$66,651		1	25
					\$59,514		1	18
					\$58,056		1	17
Police Sergeant	\$65,422	110%	\$71,964	\$80,231	\$78,488		2	27 & 23
					\$77,422		1	27
Police Lieutenant	\$79,093	100%	\$79,093	\$107,658	\$82,732		1	26
					\$79,729		1	20
					\$79,337		1	20
					\$76,835		2	15 & 10

**Avg Pay by Ranked Job Title**

# APPENDIX 7

FIRE DEPARTMENT						October 2020			
	Bentonville	Rogers	Springdale	Jonesboro*	Lawrence*	OVERALL AVERAGE	Fayetteville	\$ VAR	% VAR
Firefighter	\$38,870	\$40,337	\$40,606	\$42,441	\$47,273	\$41,905	\$41,964	\$59	0.1%
Fire Driver	\$47,750	\$50,103	\$54,448	\$57,408	\$73,742	\$56,690	\$54,453	-\$2,237	-4.1%
Fire Captain	\$65,332	\$67,762	\$68,441	\$70,125		\$67,915	\$70,521	\$2,606	3.7%
Batallion Chief	\$73,973	\$90,344	\$82,617	\$81,370	\$100,349	\$85,731	\$88,711	\$2,980	3.4%
									0.8%
POLICE DEPARTMENT						October 2020			
	Bentonville	Rogers	Springdale	Jonesboro*	Lawrence*	OVERALL AVERAGE	Fayetteville		
Police Officer	\$42,978	\$42,692	\$43,588	\$43,095	\$58,754	\$46,221	\$41,542	-\$4,679	-11.3%
Police Corporal	\$53,714	\$53,020	\$55,629			\$54,121	\$60,576	\$6,455	10.7%
Police Sergeant	\$59,991	\$65,422	\$70,595	\$58,258		\$63,567	\$68,134	\$4,567	6.7%
Police Lieutenant	\$70,644	\$79,093	\$89,555	\$68,868		\$77,040	\$78,672	\$1,632	2.1%
									2.0%

**AVERAGE PAY PENETRATION OF PAY RANGE MAXIMUM**

FIRE DEPARTMENT						October 2020		
	Bentonville	Rogers	Springdale	Jonesboro	Lawrence	OVERALL AVERAGE	Fayetteville	VAR
Firefighter	67%	74%	72%	80%	67%	72%	77%	5%
Fire Driver	71%	82%	93%	93%	98%	87%	90%	3%
Fire Captain	78%	84%	86%	97%		86%	90%	4%
Batallion Chief	72%	79%	88%	98%	80%	83%	95%	12%
POLICE DEPARTMENT						October 2020		
	Bentonville	Rogers	Springdale	Jonesboro	Lawrence	OVERALL AVERAGE	Fayetteville	VAR
Police Officer	71%	74%	77%	81%	77%	76%	74%	-2%
Police Corporal	73%	78%	81%			77%	94%	17%
Police Sergeant	74%	82%	88%	94%		85%	93%	8%
Police Lieutenant	71%	73%	94%	96%		84%	92%	8%

Jonesboro\* 1.03 GCD Multiplier

Lawrence\* 0.94 GCD Multiplier



Avg City Tenure by Job

# APPENDIX 8

FIRE DEPARTMENT						October 2020		
	Bentonville	Rogers	Springdale	Jonesboro	Lawrence	OVERALL AVERAGE	Fayetteville	Variance
Firefighter	2.0	2.8	3.0	8.2	2.8	3.8	4.4	0.6
Fire Driver	8.3	13.5	8.8	14.6	15.2	12.1	11.4	-0.7
Fire Captain	18.8	17.4	9.5	21.4	16.5	16.7	17.7	1.0
Batallion Chief	21	25.4	11.6	22.0	24.1	20.8	23.4	2.6
POLICE DEPARTMENT						October 2020		
	Bentonville	Rogers	Springdale	Jonesboro	Lawrence	OVERALL AVERAGE	Fayetteville	Variance
Police Officer	3.8	5.0	4.5	8.8	6.2	5.7	2.8	-2.9
Police Corporal	14.2	11.4	5.7			10.4	13.4	3.0
Police Sergeant	13.1	17.6	16.7	18.8		16.6	15.2	-1.4
Police Lieutenant	19.3	18.2	20.9	23.0		20.4	21.2	0.8

2021 Premium Cost Shares

# APPENDIX 9

MONTHLY MEDICAL PREMIUM COST SHARES (PPO)													
		Bentonville		Rogers		Springdale		Jonesboro		Lawrence		Fayetteville PPO	
		%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
Employee Only	Employee	25%	\$131.72	9%	\$46.28	30%	\$145.03	29%	\$124.60	3%	\$21.67	25%	\$172.92
	City	75%	\$395.12	91%	\$467.94	70%	\$338.41	71%	\$304.96	97%	\$658.34	75%	\$505.52
Employee & Spouse	Employee					30%	\$289.74			15%	\$214.50	38%	\$558.44
	City					70%	\$676.07			85%	\$1,244.49	62%	\$920.88
Employee & Children	Employee			17%	\$120.64	30%	\$260.63			15%	\$197.17	38%	\$460.98
	City			83%	\$589.01	70%	\$608.15			85%	\$1,124.83	62%	\$760.18
Employee & Family	Employee	25%	\$354.90	16%	\$190.06	30%	\$398.40	27%	\$267.64	17%	\$364.00	38%	\$760.06
	City	75%	\$1,064.68	84%	\$997.82	70%	\$929.59	73%	\$725.23	83%	\$1,738.17	62%	\$1,253.36

DENTAL PREMIUM COST SHARES													
		Bentonville		Rogers		Springdale		Jonesboro		Lawrence		Fayetteville	
		%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
Employee Only	Employee	25%	\$4.46	100%	\$24.20	30%	\$8.29	0%	\$0.00	Included with Medical		100%	\$27.50
	City	75%	\$25.28	0%	\$0.00	70%	\$19.33	100%	\$21.94		0%	\$0.00	
Employee & Spouse	Employee					30%	\$17.29				100%	\$54.98	
	City					70%	\$40.33				0%	\$0.00	
Employee & Children	Employee			100%	\$45.98	30%	\$15.55				100%	\$63.24	
	City			0%	\$0.00	70%	\$36.27				0%	\$0.00	
Employee & Family	Employee	25%	\$11.56	100%	\$61.33	30%	\$26.41	73%	\$58.80		100%	\$98.10	
	City	75%	\$65.54	0%	\$0.00	70%	\$61.63	27%	\$21.94		0%	\$0.00	

A majority of the Fayetteville City employees have selected the HDHP Plan with \$3,000 and \$6,000 Annual Out of Pockets.

Market Cost Share vs. FYV-HDHP Cost Share Analysis			
	Market Avg.	FYV-HDHP	Variance
Employee Only	18%	14%	
	\$94/Mth.	\$49/Mth.	\$45/Mth.
Employee & Spouse	28%	15%	
	\$252/Mth.	\$113/Mth.	\$139/Mth.
Employee & Children	20%	15%	
	\$193/Mth.	\$86/Mth.	\$107/Mth.
Employee & Family	22%	15%	
	\$315/Mth.	\$159/Mth.	\$156/Mth.

	Market		
	Avg.	FYV	Variance
	OOP	OOP-HSA\$	
Individual	\$2,487	\$2,150	\$337
Family	\$5,621	\$4,120	\$1,501

	Fayetteville HDHP		Fayetteville HSA
	%	\$	\$
	EE	14%	\$49.62
City	86%	\$303.36	\$70.80
EE	15%	\$113.26	\$0.00
City	85%	\$648.02	\$106.66
EE	15%	\$85.80	\$0.00
City	85%	\$490.88	\$132.50
EE	15%	\$159.04	\$0.00
City	85%	\$910.00	\$156.66

Fire and Police 2021 Pay and Benefit Study Summary

**APPENDIX 10-1**

CITY	COMPENSATION	PAY RANGE STRUCTURE		ACTUAL PAY AVERAGE	YEARS OF SERVICE	EMPLOYEES	PREMIUM PAY FOR ANNUAL HOLIDAYS OR OVERTIME FOR WORKED HOLIDAYS	SHIFT DIFFERENTIALS	EDUCATION DIFFERENTIALS
		Pay Range or Steps	Comments	By Job Title - Range Penetration	Average City Tenure by Job Title	# by Job Title			
Bentonville		Range	Ranges include statutory holiday pay	<a href="#">Avg Pay by Ranked Job Title</a>	<a href="#">Avg Tenure by Job</a>	<a href="#"># of Ees by Job</a>	Overtime for Worked Holidays	No	Per Pay Period Assoc. - \$35 BA - \$100 Masters- \$150
Rogers		Range	Ranges include statutory holiday pay	<a href="#">Avg Pay by Ranked Job Title</a>	<a href="#">Avg Tenure by Job</a>	<a href="#"># of Ees by Job</a>	Overtime for Worked Holidays	Only for period of high volume ambulance activity \$0.50 to \$1.00 / hr.	At time of hire, AA degree 3% of base - BA-6% and MA-7%
Springdale		Steps	Holiday Pay - One end of year check. Added to steps for this pay study	<a href="#">Avg Pay by Ranked Job Title</a>	<a href="#">Avg Tenure by Job</a>	<a href="#"># of Ees by Job</a>	Overtime for Worked Holidays	No	No
Jonesboro		Steps	Steps include statutory holiday pay	<a href="#">Avg Pay by Ranked Job Title</a>	<a href="#">Avg Tenure by Job</a>	<a href="#"># of Ees by Job</a>	Overtime for Worked Holidays	Police - Any shift other than 1st shift \$25 per month	No
Lawrence, KS		Steps	Steps include holiday pay	<a href="#">Avg Pay by Ranked Job Title</a>	<a href="#">Avg Tenure by Job</a>	<a href="#"># of Ees by Job</a>	Police: Overtime for Worked Holidays Fire: 12 Hours Straight Time Pay for Working a Holiday	Fire - No Police -50 cents/hr Late Swing and Midnight Shifts 25 cents/hr Second and Early Swing Shifts	Fire 2.5% of Base Pay per Degree Police 2.5% of Base Pay per Degree
Fayetteville, AR		Steps	Steps include holiday pay	<a href="#">Avg Pay by Ranked Job Title</a>	<a href="#">Avg Tenure by Job</a>	<a href="#"># of Ees by Job</a>	Premium Holiday Pay is prorated and paid over each pay period to assist in aligning with holiday pay practices of other departments. Police: 96 hours premium holiday pay annually Fire: 104 hours premium holiday pay annually	No	No

**Fire and Police 2021 Pay and Benefit Study Summary**

**APPENDIX 10-2**

CITY	BENEFITS & OTHER COMPENSATION	2020 RETIREMENT PLANS	MEDICAL & DENTAL PLANS					
			Plan Offerings	Insurance Prem. Cost Share % \$	Deductibles	Out of Pocket	H.S.A. Contributions	Wellness Program
Bentonville		Fire LOPFI I - 15.88% Emp. 2.5% Police LOPFI I 21.98% Emp. 8.6%	Co-pay PPO (BCBS) and Delta Dental	<a href="#">Cost Shares</a>	PPO Individual/ \$1,500 and Family/\$3,000	PPO Individual/ \$4,500 Family/\$9,000	No	Health Assessment Screening, Weight Control and Health Center Fees
Rogers		Fire and Police LOPFI I Police & Fire 23.5% Fire Emp. 8.5% and Police Emp. 2.5%	Co-pay PPO (BCBS) and Delta Dental	<a href="#">Cost Shares</a>	PPO Individual/ \$500 and Family/\$1,500	PPO Individual/ \$2,750 Family/\$5,500	No	No
Springdale		Fire and Police LOPFI I Police & Fire 23.5% Fire Emp. 8.5% and Police Emp. 2.5%	Co-pay PPO, HDHP w/ HSA (BCBS), Delta Dental	<a href="#">Cost Shares</a>	PPO \$1,000 HDHP \$2,700	PPO Ind/\$2,000 Family/\$6,000 HDHP Ind/\$2,700 Family/\$5,400	Employer Paid EE Only - \$1,016 EE/Spouse - \$2,032 EE/Child+ - \$1,831 EE/Family - \$2,797	Free Access to City Gym and Free Membership to Springdale Rec. Center
Jonesboro		Fire and Police LOPFI I Police 22.54% and Fire 23.50% Employee 8.6%	Co-pay PPO (BCBS) and Delta Dental	<a href="#">Cost Shares</a>	PPO Individual/ \$600 and Family/\$1,800	PPO Individual/ \$2,000 Family/\$6,000	No	Corporate Rate: \$38.50 Saint Bernard's Health & Wellness Center
Lawrence, KS		Kansas Police and Fire Retirement System: City 22.13% Employee 7.15%	Aetna HRA and Delta Dental	<a href="#">Cost Shares</a>	HRA Individual/ \$1,500 and Family/\$3,000 Employer: Individual/\$250 and Family/\$500	HRA Individual/ \$4,000 and Family/\$8,000	No	WellCare Clinic Wellness and Acute Care; Personal Health Assmts; Annual Flu Shots; Biometric Screenings; Employee Health & Fitness Day Event; and EE Discounts on Fitness Classes and Clubs
Fayetteville, AR		Fire and Police LOPFI Benefit Program 2 Fire 26.00% Police 25.84% Employee 8.5%	PPO, HDHP w/HSA (BCBS), Delta Dental	<a href="#">Cost Shares</a>	PPO Individual/ \$1,000 and Family/\$2,000 HDHP Individual/\$3,000 and Family/\$6,000	PPO Individual /\$3,000 Family/\$6,000 HDHP Individual /\$3,000 Family/\$6,000	Employer Paid EE Only: \$850 EE/Spouse: \$1,280 EE/Child+: \$1,590 EE/Family: \$1,880	Health Risk Assessments; Flu Shots; HepB shots; Wellbeing Day; Free City Gym; Discounted membership to Fayetteville Public School Gym; Individualized Health Coaching

**Fire and Police 2021 Pay and Benefit Study Summary**

**APPENDIX 10-3**

CITY	TIME OFF PLANS				CERTIFICATE PAY		ASSIGNMENT PAY		LONGEVITY PAY
	Holidays	Vacation Days	Sick Days	Personal Days	Type	Amount	Type	Amount	
<b>Bentonville</b>	A.C.A. §14-53-106 Fire and A.C.A. §14-52-105 Police - Holiday pay is figured into their base salary.	0-9.9 yrs 15 days 10-14.9 yrs 18 days 15-24.9 yrs 20 days 25+ yrs 24 days	20/Year 90/Max	3/Year	<a href="#">Certificate Pay</a>		<a href="#">Assignment Pay</a>		No
<b>Rogers</b>	A.C.A. §14-53-106 Fire and A.C.A. §14-52-105 Police - Holiday pay is figured into their base salary.	<b>Police:</b> 0-10 yrs - 15 Days; > 10 yrs - 20 days <b>Fire/Shifts:</b> < 5yrs - 168 hrs; 5-9.99 yrs 216 hrs; 10-19.99 yrs 264 hrs; >20 yrs 312 hrs	20/Year 90/Max	None	<a href="#">Certificate Pay</a>		<a href="#">Assignment Pay</a>		\$10 per month of service after 5 years Paid in December for active employees only
<b>Springdale</b>	A.C.A. §14-53-106 Fire and A.C.A. §14-52-105 Police - Holiday pay is figured into their base salary for this pay study.	0-10 yrs 15 days 11-19 yrs 20 days 20+ yrs 25 days	20/Year 90/Max	None	General Intermediate Advanced Senior	\$300 / year \$600/ year \$900/ year \$1200/ year	<a href="#">Assignment Pay</a>		No
<b>Jonesboro</b>	A.C.A. §14-53-106 Fire and A.C.A. §14-52-105 Police - Holiday pay is figured into their base salary.	<b>Police &amp; Fire</b> 0-14 yrs 15 days 15+ yrs 20 days <b>Fire (24hr)</b> 0-14 yrs 21 days 15+ yrs 28 days	<b>Police</b> 20/Year 90/Max <b>Fire</b> 20-30/Year 180/Max	None	No	No	No	No	21-25 Yrs \$1,000/Yr 26-30 Yrs \$1,500/Yr 31+ Yrs \$2,000/Yr
<b>Lawrence, KS</b>	9	<b>Police-Fire/Fire 24</b> 1-5 yrs 12 days/144 hrs 6-10 yrs 16 days/194 hrs 11-15 yrs 19 days/216 hrs 16-20 yrs 22 days/240 hrs 21-25 yrs 24 days/264 hrs 26+ yrs 25 days/288 hrs	<b>Police</b> 12/Year 130/Max <b>Fire</b> 278 Hrs/Yr 1,464 Hours/Max	<b>Police</b> 3/Year <b>Fire</b> 1-5 Yrs - 3 6-10 Yrs - 4 11-15 Yrs - 5 16+ Yrs - 6	<a href="#">Certificate Pay</a>		<a href="#">Assignment Pay</a>		<b>Fire</b> After 5th Year \$48/year X # of Yrs <b>Police</b> 5-9 Yrs \$250 10-14 Yrs \$500 15-19 Yrs \$750 20+ Yrs \$1,000
<b>Fayetteville, AR</b>	A.C.A. §14-53-106 Fire and A.C.A. §14-52-105 Police - Holiday pay is figured into their base salary.	<b>Police</b> 0-19- 15 days 30/max 19-24 18 days 36/max 24-29 24 days 48/max 29+ 26 days 52/max <b>Fire</b> 0-10 8 shifts 16/max 10-20 9 shifts 18/max 20+ 10 shifts 20/max	<b>Police</b> Yr 1- 12 days Yr 2+ 20 days Max/90 <b>Fire</b> Yr 1-12 shfts Yr 2+20 shfts Max/90 shifts	<b>Police</b> 8 hrs/Year <b>Fire 24 hr Shift</b> None <b>Fire Day</b> 16 hrs/Year	General Intermediate Advanced Senior	\$25/mo for each, max \$100/mo	<a href="#">Assignment Pay</a>		No

# APPENDIX 11

## Certificate Pay

### Bentonville Police - Per Pay Period

General Certificate	\$15
Intermediate Certificate	\$30
Advanced Certificate	\$45
Senior Certificate	\$60
Instructor - General Certificate	\$30
Instructor - Intermediate Certificate	\$45
Instructor - Advanced Certificate	\$60
Instructor - Senior Certificate	\$75
Chief Level I Certificate	\$45
Chief Level II Certificate	\$60
Chief Level III Certificate	\$75
ACO Advanced Certificate	\$45
ACO Senior Certificate	\$60

### Lawrence Police - % of Base Salary

EMT Certification	2.5%
Emergency Medical Responder	2.5%
OUI Investigator	2.5%
M-Squad	2.5%
Patrol Shift Investigator	2.5%
Accident Investigator	2.5%
Motor Vehicle Inspector	2.5%
Evidence Technician I	2.5%
Evidence Technician II	2.5%
Expert Witness	2.5%
Drug Recognition Expert	2.5%
Foreign Language I	2.5%
Foreign Language II	2.5%
Advanced Investigation Training	2.5%
Military Service	2.5%
Maximum of six 2.5% steps for (Educ. & Certs.)	

### Rogers Police - Per Month

For Each CLEST Certificate	\$25
Instructor	\$25
Field Training Officer	\$25
Maximum of 6 Certificates	

### Fayetteville Police - Per Month

General Certificate	\$25
Intermediate Certificate	\$25
Advanced Certificate	\$25
Senior Certificate	\$25
Maximum of \$100/month	
FTO - additional \$1.50/hr when assigned in this capacity.	

### Springdale Police - Per Month

		Max/Year
General Certificate	\$25	\$300
Intermediate Certificate	\$25	\$600
Advanced Certificate	\$25	\$900
Senior Certificate	\$25	\$1,200
Maximum of \$100/month		
Field Training Officer - Additional \$160 per pay period only when assigned in this capacity.		

### Bentonville Fire - Per Pay Period

### Lawrence Fire - % of Base Salary

Coroner Investigator - ABMDI	5%
Coroner Investigator - ABMDI Diplomat	7.5%
Fire Investigator II	5%
Fire Investigator II + 2 Years	7.5%

### Rogers Fire - Per Hour

ARFF Certificate	\$0.40
Technical Rescue Team	\$0.40
HAZMAT Team	\$0.40

# APPENDIX 12

## ASSIGNMENTS AND PAY

### Bentonville Police - Per Pay Period

Field Training Officer	\$75
Special Response Team	\$75
Special Response Team Leader	\$115
CID	\$115
K-9 Officer	\$115
Bomb Commander	\$231
Bomb Technician	\$154
CID Stand-by Pay	\$210
Bi-Lingual	\$100

### Bentonville Fire - Per Pay Period

Paramedic-in-Training (Prerequisite)	\$96.16
Paramedic-in-Training (Actual)	\$192.31
HAZMAT Team Specialist	\$75
HAZMAT Team Technician	\$75
HAZMAT/TRT Team Coordinator	\$100
Tactical Rescue Team (Special Ops)	\$75
Special Response Team	\$75
Special Response Team Leader	\$115
Bi-Lingual	\$100

### Lawrence Police - % of Base Salary

Armor	2.5%
Drug Enforcement Investigator	2.5%
Evidence Custodian	2.5%
Intoxilizer Mechanic	2.5%
Juvenile Investigator	2.5%
Rangemaster	2.5%
School Resource Officer	2.5%
Accident Investigator Unit Officer	2.5%
Training Unit Officer	2.5%
Dive Team	2.5%
Patrol Service Dog Handler	2.5%
Department Instructor	2.5%
Public Affairs Officer	2.5%

### Lawrence Fire - % of Base Salary

Acting Office Position	2.5%
Air Pak Maintenance	5.0%
AED Manager	5.0%
Clothing Supply Clerk	5.0%
Coroner Investigator	2.5%
CPR Coordinator	5.0%
Fire Investigator	2.5%
HAZMAT Monitor Technician	5.0%
Night Consultant	5.0%
Public Education Specialist	5.0%
Tactical Medic	5.0%
Technology Specialist	5.0%

### Springdale Police - Per Year

SWAT	\$1,200
K-9	\$1,200

### Springdale Fire - Per Year

HAZMAT	\$1,500
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### Rogers Police - % of Base Salary

Bi-Lingual	5%
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### Rogers Fire - Per Hour

Technical Rescue Team	\$0.40
HAZMAT Team	\$0.40

# APPENDIX 13

2020 Geographical Salary Comparison									
Administrative Assistant - Average Fayetteville Salary = \$36,815									
	CompAnalyst	DOL AR & DOL KS	Salary.com	Pay/Scale	CNN	ERI	Overall Average	Geographic Compensation Differential	GCD Multiplier
Fayetteville	\$37,100	\$34,960	\$38,381	\$35,200	\$37,100	\$38,147	\$36,815	1.00	1.00
Bentonville	\$37,100	\$34,960	\$38,381	\$35,500	\$37,100	\$37,766	\$36,801	1.00	1.00
Rogers	\$37,100	\$34,960	\$38,381	\$35,000	\$37,100	\$37,766	\$36,718	1.00	1.00
Springdale	\$37,100	\$34,960	\$38,381	\$35,200	\$37,100	\$37,994	\$36,789	1.00	1.00
Jonesboro	\$37,800	\$31,848	\$39,098	\$33,200	\$35,245	\$37,003	\$35,699	0.97	1.03
Lawrence	\$40,000	\$37,595	\$40,375	\$37,600	\$38,584	\$38,910	\$38,844	1.06	0.94



# APPENDIX 14

## FAYETTEVILLE FIRE DEPARTMENT PAY PLAN 24 HOUR SHIFT PROPOSED 2021 IMPLEMENTATION EFFECTIVE 04-05-2021

Position/Grade	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
<b>Firefighter</b>	BASE PAY	\$ 38,016.00	\$ 39,874.56	\$ 41,733.12	\$ 43,591.68	\$ 45,450.24	\$ 47,308.80	\$ 49,167.36	\$ 51,025.92	\$ 52,884.48	\$ 54,855.68
<b>F232-S</b>	HOLIDAY PAY	\$ 1,296.00	\$ 1,359.36	\$ 1,422.72	\$ 1,486.08	\$ 1,549.44	\$ 1,612.80	\$ 1,676.16	\$ 1,739.52	\$ 1,802.88	\$ 1,870.08
	TOTAL PAY ****	\$ 39,312.00	\$ 41,233.92	\$ 43,155.84	\$ 45,077.76	\$ 46,999.68	\$ 48,921.60	\$ 50,843.52	\$ 52,765.44	\$ 54,687.36	\$ 56,725.76
	HOURLY RATE - SHIFT	\$ 13.50	\$ 14.16	\$ 14.82	\$ 15.48	\$ 16.14	\$ 16.80	\$ 17.46	\$ 18.12	\$ 18.78	\$ 19.48
<b>Driver</b>	BASE PAY	\$ 44,661.76	\$ 46,548.48	\$ 48,435.20	\$ 50,321.92	\$ 52,208.64	\$ 54,095.36	\$ 55,982.08	\$ 57,868.80	\$ 59,755.52	\$ 61,754.88
<b>F235-S</b>	HOLIDAY PAY	\$ 1,522.56	\$ 1,586.88	\$ 1,651.20	\$ 1,715.52	\$ 1,779.84	\$ 1,844.16	\$ 1,908.48	\$ 1,972.80	\$ 2,037.12	\$ 2,105.28
	TOTAL PAY ****	\$ 46,184.32	\$ 48,135.36	\$ 50,086.40	\$ 52,037.44	\$ 53,988.48	\$ 55,939.52	\$ 57,890.56	\$ 59,841.60	\$ 61,792.64	\$ 63,860.16
	HOURLY RATE - SHIFT	\$ 15.86	\$ 16.53	\$ 17.20	\$ 17.87	\$ 18.54	\$ 19.21	\$ 19.88	\$ 20.55	\$ 21.22	\$ 21.93
<b>Captain</b>	BASE PAY	\$ 57,699.84	\$ 60,177.92	\$ 62,656.00	\$ 65,134.08	\$ 67,612.16	\$ 70,090.24	\$ 72,568.32	\$ 75,046.40	\$ 77,524.48	\$ 80,087.04
<b>F238-S</b>	HOLIDAY PAY	\$ 1,967.04	\$ 2,051.52	\$ 2,136.00	\$ 2,220.48	\$ 2,304.96	\$ 2,389.44	\$ 2,473.92	\$ 2,558.40	\$ 2,642.88	\$ 2,730.24
	TOTAL PAY ****	\$ 59,666.88	\$ 62,229.44	\$ 64,792.00	\$ 67,354.56	\$ 69,917.12	\$ 72,479.68	\$ 75,042.24	\$ 77,604.80	\$ 80,167.36	\$ 82,817.28
	HOURLY RATE - SHIFT	\$ 20.49	\$ 21.37	\$ 22.25	\$ 23.13	\$ 24.01	\$ 24.89	\$ 25.77	\$ 26.65	\$ 27.53	\$ 28.44
<b>Battalion Chief</b>	BASE PAY	\$ 72,399.36	\$ 75,046.40	\$ 77,693.44	\$ 80,340.48	\$ 82,987.52	\$ 85,634.56	\$ 88,281.60	\$ 90,928.64	\$ 93,575.68	\$ 96,250.88
<b>F241-S</b>	HOLIDAY PAY	\$ 2,468.16	\$ 2,558.40	\$ 2,648.64	\$ 2,738.88	\$ 2,829.12	\$ 2,919.36	\$ 3,009.60	\$ 3,099.84	\$ 3,190.08	\$ 3,281.28
	TOTAL PAY ****	\$ 74,867.52	\$ 77,604.80	\$ 80,342.08	\$ 83,079.36	\$ 85,816.64	\$ 88,553.92	\$ 91,291.20	\$ 94,028.48	\$ 96,765.76	\$ 99,532.16
	HOURLY RATE - SHIFT	\$ 25.71	\$ 26.65	\$ 27.59	\$ 28.53	\$ 29.47	\$ 30.41	\$ 31.35	\$ 32.29	\$ 33.23	\$ 34.18

**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.

# APPENDIX 15

## FAYETTEVILLE FIRE DEPARTMENT PAY PLAN DAY SHIFT 2021 PROPOSED IMPLEMENTATION EFFECTIVE 04-05-2021

Position/Grade	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
<b>Firefighter</b>	BASE PAY	\$ 37,517.44	\$ 39,362.56	\$ 41,207.68	\$ 43,052.80	\$ 44,897.92	\$ 46,743.04	\$ 48,588.16	\$ 50,433.28	\$ 52,278.40	\$ 54,103.68
<b>F232-D</b>	HOLIDAY PAY	\$ 1,815.36	\$ 1,904.64	\$ 1,993.92	\$ 2,083.20	\$ 2,172.48	\$ 2,261.76	\$ 2,351.04	\$ 2,440.32	\$ 2,529.60	\$ 2,617.92
	TOTAL PAY ****	\$ 39,332.80	\$ 41,267.20	\$ 43,201.60	\$ 45,136.00	\$ 47,070.40	\$ 49,004.80	\$ 50,939.20	\$ 52,873.60	\$ 54,808.00	\$ 56,721.60
	HOURLY RATE - SHIFT	\$ 18.91	\$ 19.84	\$ 20.77	\$ 21.70	\$ 22.63	\$ 23.56	\$ 24.49	\$ 25.42	\$ 26.35	\$ 27.27
<b>Driver</b>	BASE PAY	\$ 44,024.96	\$ 45,909.76	\$ 47,794.56	\$ 49,679.36	\$ 51,564.16	\$ 53,448.96	\$ 55,333.76	\$ 57,218.56	\$ 59,103.36	\$ 60,928.64
<b>F235-D</b>	HOLIDAY PAY	\$ 2,130.24	\$ 2,221.44	\$ 2,312.64	\$ 2,403.84	\$ 2,495.04	\$ 2,586.24	\$ 2,677.44	\$ 2,768.64	\$ 2,859.84	\$ 2,948.16
	TOTAL PAY ****	\$ 46,155.20	\$ 48,131.20	\$ 50,107.20	\$ 52,083.20	\$ 54,059.20	\$ 56,035.20	\$ 58,011.20	\$ 59,987.20	\$ 61,963.20	\$ 63,876.80
	HOURLY RATE - SHIFT	\$ 22.19	\$ 23.14	\$ 24.09	\$ 25.04	\$ 25.99	\$ 26.94	\$ 27.89	\$ 28.84	\$ 29.79	\$ 30.71
<b>Captain</b>	BASE PAY	\$ 56,861.44	\$ 59,321.60	\$ 61,781.76	\$ 64,241.92	\$ 66,702.08	\$ 69,162.24	\$ 71,622.40	\$ 74,082.56	\$ 76,542.72	\$ 79,002.88
<b>F238-D</b>	HOLIDAY PAY	\$ 2,751.36	\$ 2,870.40	\$ 2,989.44	\$ 3,108.48	\$ 3,227.52	\$ 3,346.56	\$ 3,465.60	\$ 3,584.64	\$ 3,703.68	\$ 3,822.72
	TOTAL PAY ****	\$ 59,612.80	\$ 62,192.00	\$ 64,771.20	\$ 67,350.40	\$ 69,929.60	\$ 72,508.80	\$ 75,088.00	\$ 77,667.20	\$ 80,246.40	\$ 82,825.60
	HOURLY RATE - SHIFT	\$ 28.66	\$ 29.90	\$ 31.14	\$ 32.38	\$ 33.62	\$ 34.86	\$ 36.10	\$ 37.34	\$ 38.58	\$ 39.82
<b>Battalion Chief</b>	BASE PAY	\$ 71,424.00	\$ 74,023.04	\$ 76,622.08	\$ 79,221.12	\$ 81,820.16	\$ 84,419.20	\$ 87,018.24	\$ 89,617.28	\$ 92,216.32	\$ 94,814.72
<b>F241-D</b>	HOLIDAY PAY	\$ 3,456.00	\$ 3,581.76	\$ 3,707.52	\$ 3,833.28	\$ 3,959.04	\$ 4,084.80	\$ 4,210.56	\$ 4,336.32	\$ 4,462.08	\$ 4,591.68
	TOTAL PAY ****	\$ 74,880.00	\$ 77,604.80	\$ 80,329.60	\$ 83,054.40	\$ 85,779.20	\$ 88,504.00	\$ 91,228.80	\$ 93,953.60	\$ 96,678.40	\$ 99,486.40
	HOURLY RATE - SHIFT	\$ 36.00	\$ 37.31	\$ 38.62	\$ 39.93	\$ 41.24	\$ 42.55	\$ 43.86	\$ 45.17	\$ 46.48	\$ 47.83

**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.

# APPENDIX 16

## FAYETTEVILLE POLICE DEPARTMENT PAY PLAN PROPOSED IMPLEMENTATION EFFECTIVE 04-05-2021

Position/Grade	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
<b>Police Officer</b>	BASE PAY	\$ 38,053.12	\$ 39,937.92	\$ 41,822.72	\$ 43,707.52	\$ 45,592.32	\$ 47,477.12	\$ 49,361.92	\$ 51,246.72	\$ 53,131.52	\$ 55,056.00
<b>P330</b>	HOLIDAY PAY	\$ 1,841.28	\$ 1,932.48	\$ 2,023.68	\$ 2,114.88	\$ 2,206.08	\$ 2,297.28	\$ 2,388.48	\$ 2,479.68	\$ 2,570.88	\$ 2,664.00
	TOTAL PAY ****	\$ 39,894.40	\$ 41,870.40	\$ 43,846.40	\$ 45,822.40	\$ 47,798.40	\$ 49,774.40	\$ 51,750.40	\$ 53,726.40	\$ 55,702.40	\$ 57,720.00
	HOURLY RATE	\$ 19.18	\$ 20.13	\$ 21.08	\$ 22.03	\$ 22.98	\$ 23.93	\$ 24.88	\$ 25.83	\$ 26.78	\$ 27.75
<b>Police Corporal</b>	BASE PAY	\$ 45,949.44	\$ 48,667.52	\$ 51,385.60	\$ 54,103.68	\$ 56,821.76	\$ 59,539.84	\$ 62,257.92	\$ 64,995.84		
<b>P332</b>	HOLIDAY PAY	\$ 2,223.36	\$ 2,354.88	\$ 2,486.40	\$ 2,617.92	\$ 2,749.44	\$ 2,880.96	\$ 3,012.48	\$ 3,144.96		
	TOTAL PAY ****	\$ 48,172.80	\$ 51,022.40	\$ 53,872.00	\$ 56,721.60	\$ 59,571.20	\$ 62,420.80	\$ 65,270.40	\$ 68,140.80		
	HOURLY RATE	\$ 23.16	\$ 24.53	\$ 25.90	\$ 27.27	\$ 28.64	\$ 30.01	\$ 31.38	\$ 32.76		
<b>Police Sergeant</b>	BASE PAY	\$ 54,619.52	\$ 56,643.20	\$ 58,666.88	\$ 60,690.56	\$ 62,714.24	\$ 64,737.92	\$ 66,761.60	\$ 68,785.28	\$ 70,808.96	\$ 72,832.64
<b>P335</b>	HOLIDAY PAY	\$ 2,642.88	\$ 2,740.80	\$ 2,838.72	\$ 2,936.64	\$ 3,034.56	\$ 3,132.48	\$ 3,230.40	\$ 3,328.32	\$ 3,426.24	\$ 3,524.16
	TOTAL PAY ****	\$ 57,262.40	\$ 59,384.00	\$ 61,505.60	\$ 63,627.20	\$ 65,748.80	\$ 67,870.40	\$ 69,992.00	\$ 72,113.60	\$ 74,235.20	\$ 76,356.80
	HOURLY RATE	\$ 27.53	\$ 28.55	\$ 29.57	\$ 30.59	\$ 31.61	\$ 32.63	\$ 33.65	\$ 34.67	\$ 35.69	\$ 36.71
<b>Police Lieutenant</b>	BASE PAY	\$ 66,027.52	\$ 67,991.68	\$ 69,955.84	\$ 71,920.00	\$ 73,884.16	\$ 75,848.32	\$ 77,812.48	\$ 79,776.64	\$ 81,740.80	\$ 83,625.60
<b>P337</b>	HOLIDAY PAY	\$ 3,194.88	\$ 3,289.92	\$ 3,384.96	\$ 3,480.00	\$ 3,575.04	\$ 3,670.08	\$ 3,765.12	\$ 3,860.16	\$ 3,955.20	\$ 4,046.40
	TOTAL PAY ****	\$ 69,222.40	\$ 71,281.60	\$ 73,340.80	\$ 75,400.00	\$ 77,459.20	\$ 79,518.40	\$ 81,577.60	\$ 83,636.80	\$ 85,696.00	\$ 87,672.00
	HOURLY RATE	\$ 33.28	\$ 34.27	\$ 35.26	\$ 36.25	\$ 37.24	\$ 38.23	\$ 39.22	\$ 40.21	\$ 41.20	\$ 42.15

**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.