



**MEETING OF MARCH 21, 2023**

**TO:** Mayor Jordan and City Council  
**THRU:** Susan Norton, Chief of Staff  
**FROM:** Missy Cole, Human Resources Director  
**DATE:**  
**SUBJECT:** Fayetteville Fire Department Incentive Plan

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**RECOMMENDATION:**

Staff recommend City Council approve the Fire Department Incentive Plan and a budget adjustment.

**BACKGROUND:**

The City of Fayetteville conducts a biennial survey of Fire and Police Pay and Benefits using the methodology set forth in 2017 by the City Council Ad Hoc Pay Plan Committee. The methodology defined survey data sources (Bentonville, Rogers, Springdale, Jonesboro and Lawrence, KS); survey frequency (odd years) and benefits (retirement, medical/dental, time off in excess of statutory requirements, certification pay, and longevity pay). The biennial Fire and Police Pay and Benefits survey was completed in 2023 by JER HR Group.

**DISCUSSION:**

The 2023 final report on the benefits surveyed identified areas for improvement for Fire Department Incentive and Assignment Pay to remain competitive in the job market in the areas of Longevity Pay, Education Pay and Certification/Assignment Pay.

- Longevity Pay – four of the five data sources offer longevity pay
- Education Pay – three of the five data sources offer education pay
- Education Pay and Certification/Assignment Pay – four of the five data sources offer Certification/Assignment Pay

Fayetteville Fire Department does not currently offer these types of incentives. The proposed incentive plan is attached. Chief Hardin's memo outlines the value-added service of each of the certifications for the Fayetteville Fire Department and the community. Offering these incentives will allow market competitiveness for the fire department, help with the retention of staff in the specialized assignments, encourage pursuit of higher education within the department and provide the community with well-trained and certified personnel in the areas of Aircraft Rescue & Firefighting (ARFF), Haz-mat/Weapons of Mass Destruction/Urban Search and Rescue, Emergency Response Team, Field Training Officers and Peer-to-Peer Wellness/Fitness Trainers as well as provide incentive for bi-lingual certification to better communicate with Fayetteville's diverse population.

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Mailing address:

113 W. Mountain Street  
Fayetteville, AR 72701

[www.fayetteville-ar.gov](http://www.fayetteville-ar.gov)

**BUDGET/STAFF IMPACT:**

\$404,000.00 from the General Fund

**ATTACHMENTS:** 2023-503 SRF Fire Incentive Pay, 2023-503 BA FIRE INCENTIVE PAY, 2023 Fayetteville Fire Department Incentive Plan, Memo from Fire Chief

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