

Firefighter Step Plan

Implemented: 8/20/15

Last Revised: 8/6/18

Steps	Base Salary
Entry	33,280
1	34,778
2	35,647
3	36,538
4	37,452
5	38,388
6	41,499
7	42,744
8	44,026
9	45,347
10	46,707
11	47,875
12	49,072
13	50,299
14	51,566
15	52,587
16	53,639
17	54,712
18	55,806
19	56,922
20	58,061
21	59,222
22	60,406

Proposed: August 2020

Steps	Base Salary
Entry	37,000
1	38,200
2	39,400
3	41,150
4	42,350
5	44,100
6	45,300
7	46,500
8	47,700
9	48,900
10	50,100
11	51,300
12	52,500
13	53,700
14	54,900
15	56,100
16	57,300
17	58,500
18	59,700

Benchmark Organizations:

- 1) Durham
- 2) Greensboro
- 3) High Point
- 4) Raleigh
- 5) Wilmington
- 6) Winston-Salem

Market Data (Firefighters)

Minimum: \$37,177

Maximum: \$59,033

Eligibility to promote to Lieutenant requires six years' experience as a Firefighter as well as required training/certifications.

Fire Lieutenant Step Plan

Implemented: 8/10/15

Steps	Base Salary
1	44,319
2	45,649
3	47,018
4	48,429
5	49,881
6	51,128
7	52,407
8	53,717
9	55,060
10	56,161
11	57,284
12	58,430
13	59,598
14	60,790
15	62,006
16	63,246

PROPOSED: AUGUST 2020

Steps	Base Salary
1	46,305
2	47,705
3	49,105
4	50,505
5	51,905
6	53,305
7	54,705
8	56,105
9	57,505
10	58,905
11	60,305
12	61,705
13	63,105
14	64,505
15	65,905
16	67,305

Benchmark Organizations:

- Same as Firefighters
- Range based on market and incentive for Firefighters to promote.

Market Data (Fire Lieutenants):

Minimum: \$45,584

Maximum: \$71,406

Eligibility to promote to Captain requires eight years’ experience with Fire department and two years’ experience as Lieutenant as well as required training/certifications.

Fire – Upper Ranks

Fire Captain (non-exempt)			
	Min	Mid	Max
Current	51,510	65,418	79,325
Proposed	57,600	72,950	88,300
Market	57,578	71,046	88,223

Fire Battalion Chief			
	Min	Mid	Max
Current	61,812	78,811	95,809
Proposed	63,000	80,950	98,900
Market	63,033	81,000	103,707

Assistant Fire Chief			
	Min	Mid	Max
Current	74,175	93,089	112,003
Proposed	80,000	102,800	125,600
Market	80,786	107,549	134,312

Deputy Fire Chief			
	Min	Mid	Max
Current	81,592	104,030	126,467
Proposed	86,712	111,406	136,100
Market	86,712	113,465	140,218

Fire Turnover

- FY14/15 → 6.65%
- FY15/16 → 5.44%
- FY16/17 → 8.46%
- FY17/18 → 8.16%
- FY18/19 → 8.55%
- FY19/20 → 6.60% to date (Firefighters)
- FY19/20 → 7.00% to date (Upper ranks)

Police Officer Step Plan

Implemented: 7/1/06

Last Revised: 8/12/13

Full years of service as of July 1 st	Base Salary
Entry	34,489
1	35,869
2	37,304
3	38,796
4	40,736
5	42,772
6	44,911
7	46,707
8	48,576
9	50,519
10	52,539
11	54,641
12	56,827
13	59,099

Proposed: August 2020

Full years of service as of July 1st	Base Salary
Entry	38,000
1	39,750
2	41,500
3	43,250
4	45,000
5	46,750
6	48,500
7	50,250
8	52,000
9	53,750
10	55,500
11	57,250
12	59,000
13	60,750

Benchmark Organizations:

- 1) Cumberland County
- 2) Durham
- 3) Greensboro
- 4) High Point
- 5) Raleigh
- 6) Wilmington
- 7) Winston-Salem

Market Data (Police Officers):
Minimum: \$39,277 (with BLET)
Maximum: \$63,135

Cumberland County Information:

- Deputy Sheriff pay range did not change in 2020; their minimum remained at \$37,515.
- Special hiring rate implemented of \$39,265 for those hired who already completed BLET.
 - Cadets are paid 10% below the \$39,265 (\$35,339); move to \$39,265 after BLET.

Eligibility to promote to Sergeant requires four years' experience as a Police Officer.

Police – Upper Ranks

Police Sergeant (non-exempt)			
	Min	Mid	Max
Current	44,784	60,509	76,233
Proposed	50,000	66,131	82,261
Market	53,604	69,747	85,890

Police Lieutenant			
	Min	Mid	Max
Current	55,060	72,972	90,884
Proposed	60,000	77,100	94,200
Market	59,378	78,729	98,079

Police Captain			
	Min	Mid	Max
Current	66,635	87,825	109,015
Proposed	70,000	89,950	109,900
Market	68,185	90,363	112,540

Police Major (eff. Feb. 2018)			
	Min	Mid	Max
Current	73,611	96,753	119,895
Proposed	80,000	102,800	125,600
Market	77,863	101,527	125,190

Assistant Police Chief			
	Min	Mid	Max
Current	80,588	105,681	130,774
Proposed	90,000	115,650	141,300
Market	85,482	113,157	140,832

Police – Sworn Turnover

- FY14/15 → 6.70%
- FY15/16 → 8.21%
- FY16/17 → 6.93%
- FY17/18 → 10.05%
- FY18/19 → 10.14%
- FY19/20 → 14.00% to date (Police Officers)
- FY19/20 → 11.60% to date (Upper ranks)

911 – Telecommunicator I

Implemented: 8/10/15

Steps	Base Salary
1	28,000
2	29,120
3	29,944
4	30,893
5	31,820
6	32,775
7	33,430
8	34,099
9	34,781
10	35,477
11	36,186
12	36,910

Proposed: August 2020

Steps	Base Salary
1	30,893
2	32,129
3	33,414
4	34,750
5	36,140
6	37,586
7	39,090
8	40,653
9	42,279
10	43,970
11	45,729
12	47,558
13	49,461

Benchmark Organizations:

- 1) Cumberland County
- 2) Durham
- 3) Greensboro
- 4) High Point
- 5) Raleigh
- 6) Wilmington
- 7) Winston-Salem

Market Data:

Minimum: \$34,993

Maximum: \$54,843

Proposal Rationale by Police:

- Range established based on department’s need for a Telecommunicator I (Fire dispatch only) to promote to a Telecommunicator II position that has broader dispatch responsibilities for Fire and Police service calls.
- Eligible to promote when all required certifications are completed which can be as quickly as 3-6 months.

911 – Telecommunicator II

Implemented: 8/10/15

Last Revised: 8/6/18

Steps	Base Salary
1	35,764
2	37,195
3	38,310
4	39,460
5	40,643
6	41,863
7	42,700
8	43,554
9	44,425
10	45,314
11	46,220
12	47,144
13	48,087

PROPOSED: AUGUST 2020

Steps	Base Salary
1	37,195
2	38,683
3	40,230
4	41,839
5	43,513
6	45,253
7	47,064
8	48,946
9	50,904
10	52,940
11	55,058
12	56,709
13	58,361

Benchmark Organizations:

- Same as TCI
- Range based on market and greater incentive for Telecommunicator I employees to promote.

Market Data:

Minimum: \$37,262

Maximum: \$58,787