

# OUTFRONT

## Police Step Plan City Council Budget Work Session April 16, 2014



City of  
*Fayetteville*  
North Carolina



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## Overview

- What Problems are We Solving (Challenges)
- Current Step Plan
- Status of Existing Compensation
- Revised Step Plan
- Implementation
- Questions

## Turnover

### Upper Ranks

- Grievance
  - (within-grade compression) Junior in grade making similar pay
  - (between-grade compression) Senior lower grade making similar pay to junior in higher grade

### PD Leadership

- Lack of promotion incentive

### City Administration

- Maintenance cost
- Market justification
- Equity with rest of organization
- Fairness to existing staff

# Current Step Plan

## Step Plan For Officers

### Upper Ranks

- Ranges (Min. Mid. Max.) Mid.=Market
- 4% Annual increase
- 10% min. increase on promotion
- About half eligible for longevity

Step	Salary	% Increase
0	\$ 34,489	
1	\$ 35,869	4%
2	\$ 37,304	4%
3	\$ 38,796	4%
4	\$ 40,736	5%
5	\$ 42,772	5%
<b>6</b>	<b>\$ 44,911</b>	5%
7	\$ 46,707	4%
8	\$ 48,576	4%
9	\$ 50,519	4%
10	\$ 52,539	4%
11	\$ 54,641	4%
12	\$ 56,827	4%
13	\$ 59,099	4%

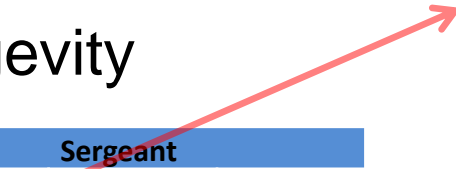
Lieutenant		
Min.	Mid.	Max.
54,514	72,249	89,984

Sergeant		
Min.	Mid.	Max.
44,341	59,910	75,478

Captain		
Min.	Mid.	Max.
65,974	86,955	107,936

Asst. Chief		
Min.	Mid.	Max.
79,790	104,635	129,479

Significant  
Overlap



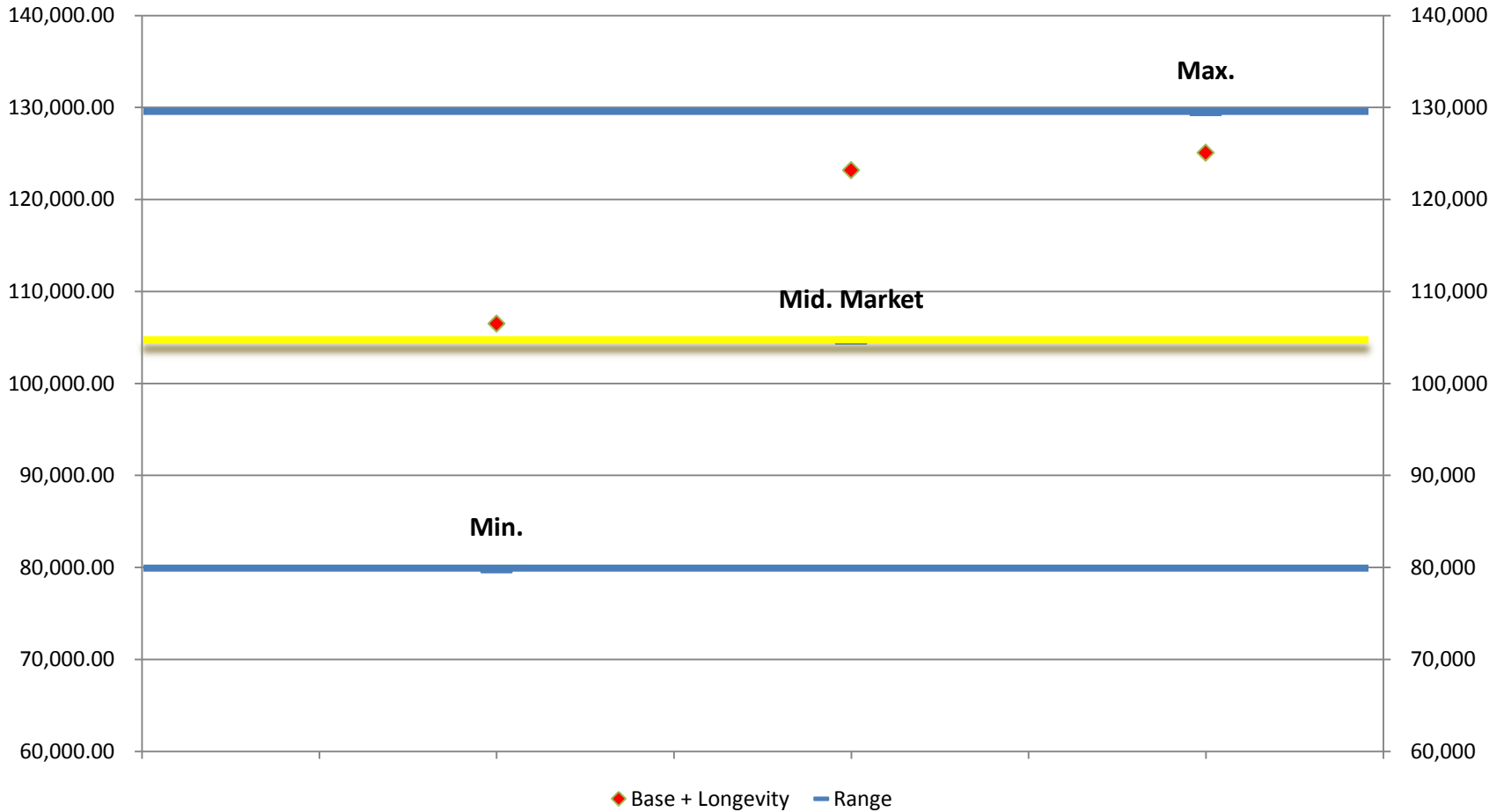
### Step Plan For Officers

- On step – move quickly past Sergeant min.

### Upper Ranks

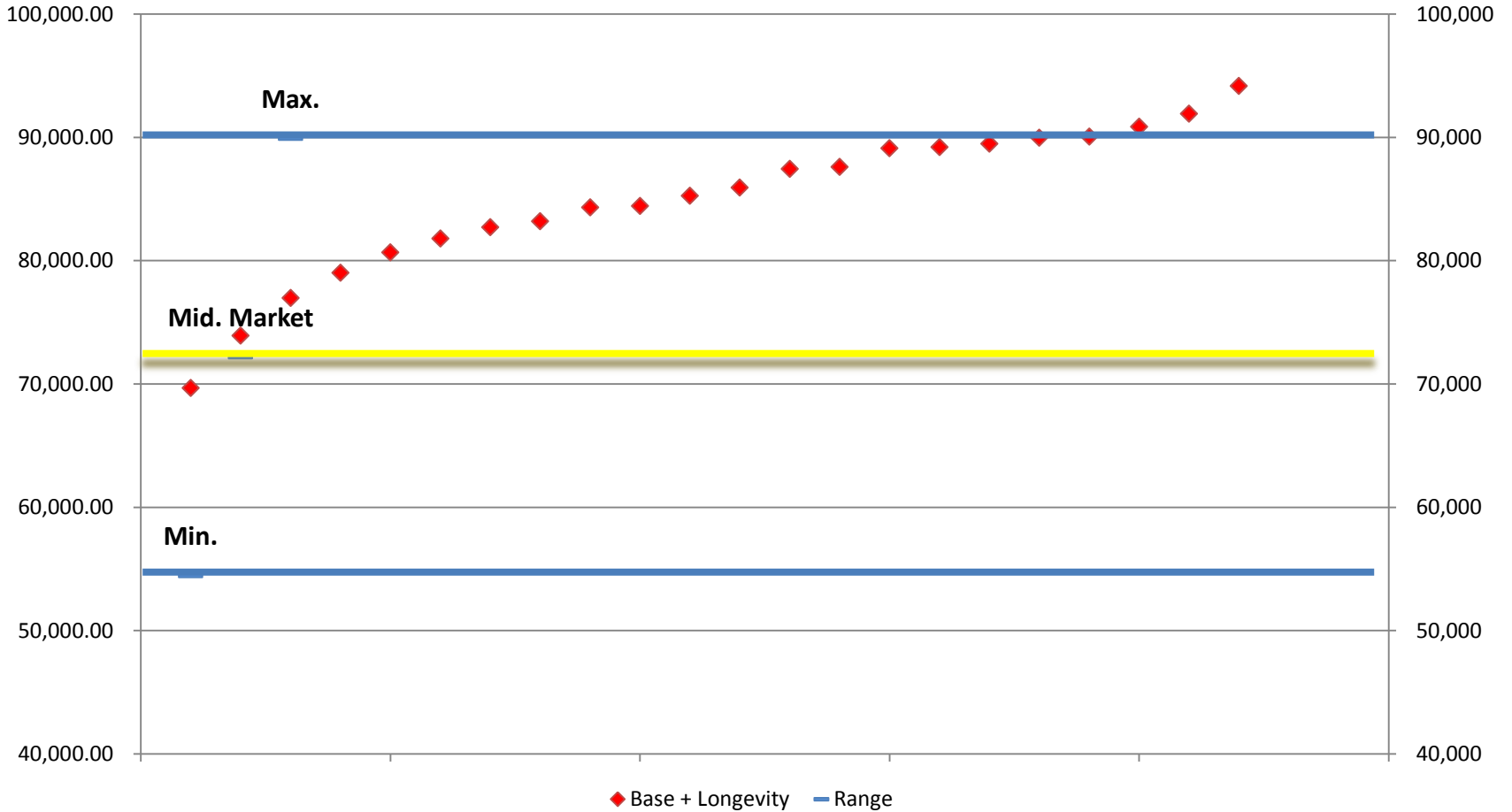
- 92% above midpoint (market)
- Overlap between ranks
- Clustered at or near top of ranges

## Assistant Chief



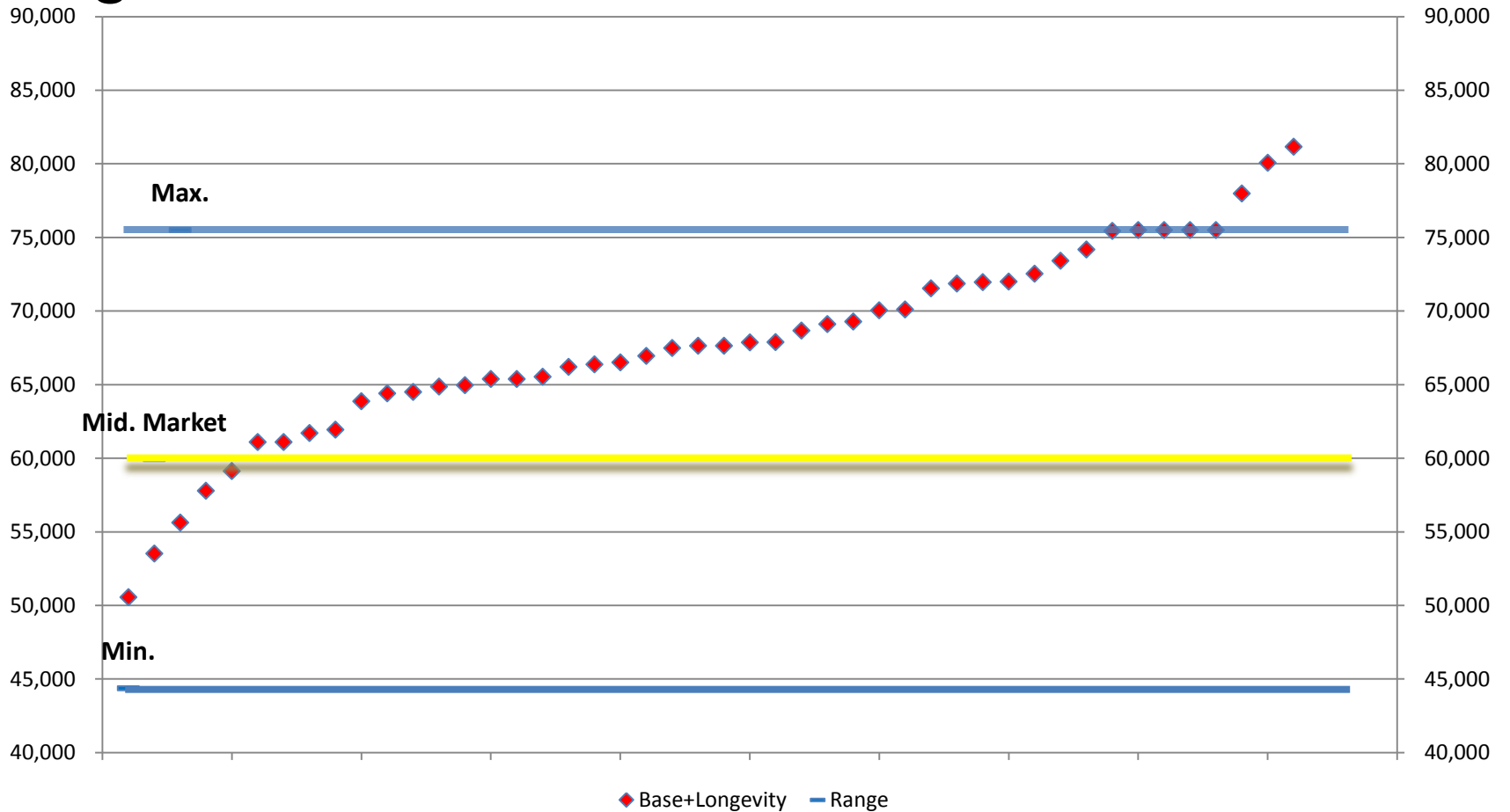


### Lieutenant

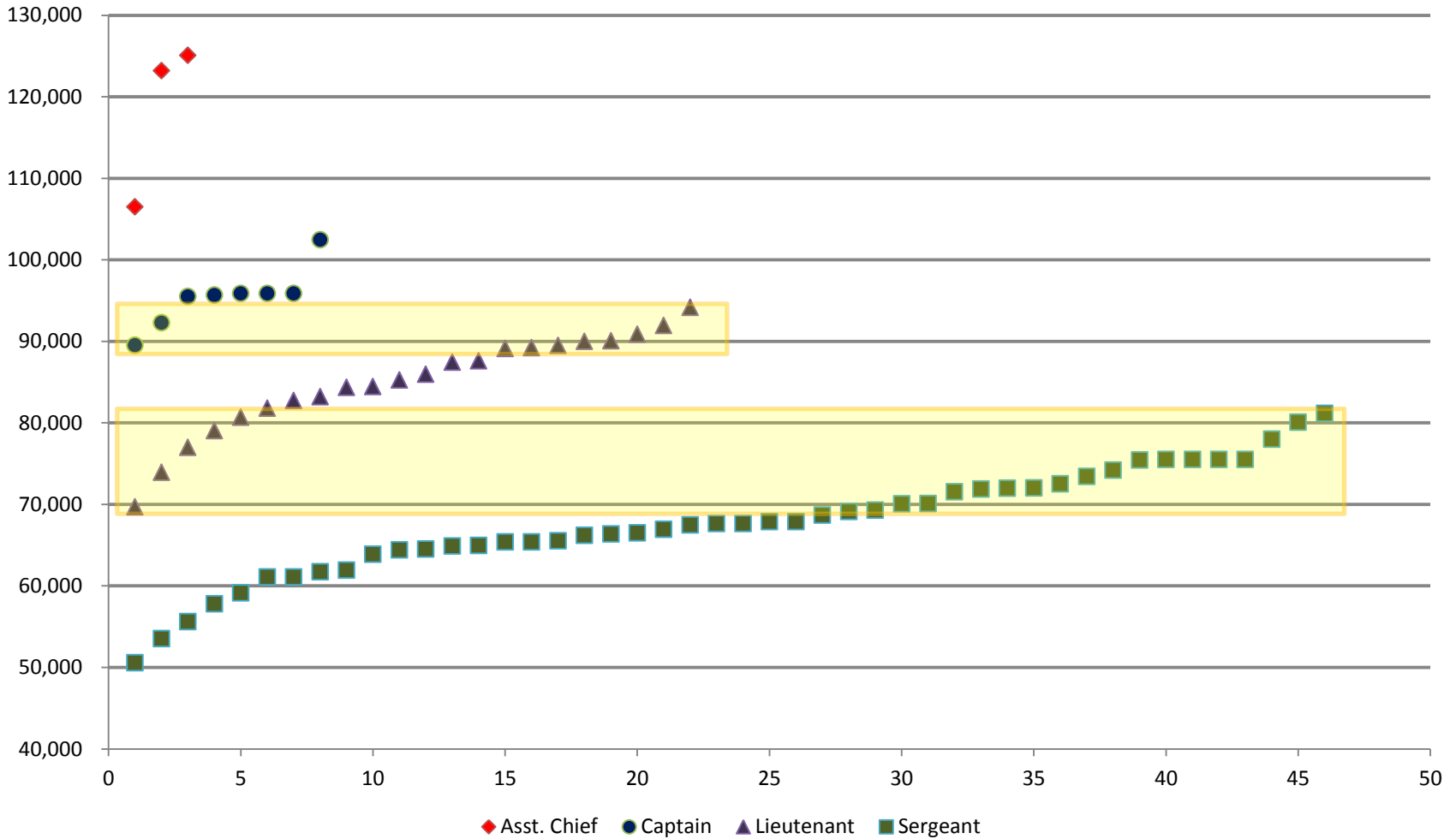


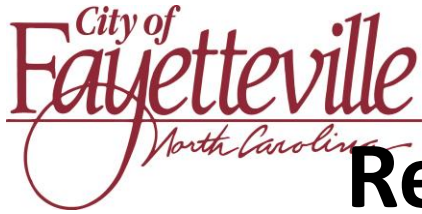


# Sergeant



# Upper Ranks





# Revised Step Plan

- Steps Throughout
- Larger Steps to Midpoint
- Smaller Steps After
- Narrower Ranges
- Centered on Market
- Two Step overlap
- Greater Incentive to Seek Promotion
- Min. 5% on Promotion

Recommended			Recommended		
Rank	Step	%change	Rank	Step	%change
Officers	0		Lieutenant	0	
20,622	1	3.0%	15,530	1	3.0%
60%	2	3.0%	24%	2	3.0%
	3	3.0%		3	3.0%
	4	3.0%		4	3.0%
	5	3.0%		5	2.0%
	6	3.0%		6	2.0%
	7	3.0%		7	2.0%
	8	3.0%		8	2.0%
	9	3.0%		9	2.0%
	10	2.5%	Captain	0	
	11	2.5%	18,684	1	3.0%
	12	2.5%	24%	2	3.0%
	13	2.5%		3	3.0%
	14	2.5%		4	3.0%
	15	2.0%		5	2.0%
	16	2.0%		6	2.0%
	17	2.0%		7	2.0%
	18	2.0%		8	2.0%
				9	2.0%
Sergeant	0		Asst. Chief	0	
12,861	1	3.0%	24,878	1	3.0%
24%	2	3.0%	27%	2	3.0%
	3	3.0%		3	3.0%
	4	3.0%		4	3.0%
	5	2.0%		5	2.0%
	6	2.0%		6	2.0%
	7	2.0%		7	2.0%
	8	2.0%		8	2.0%
	9	2.0%		9	2.0%
				10	2.0%

## Benefits

- Preserves Fast Movement Below Market
- Provides Certainty
- Creates Consistent Incentive to Seek Promotion
- Market Based
- Sustainable
- Equitable
- Reduced Opportunity For Compression

## Challenges

- Reduces Range Maximum
- Incumbents Above New Maximum

## Officers

- Moved to next step with minimum of 2% increase
- Those above new max. to be “red circled” – no increase

## Upper Ranks

- Existing 79 personnel “Grandfathered” existing ranges with 2% annual increase
- Promotions revised to greater of new minimum or 5%
- Without this modification, 64 or 81% would be “red circled”

## Why Now

- Before new positions added (Laterals & Promotions)
- Current 4% impact on budget
- Create incentives for promotion
- Preserve room for growth

## Questions



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