

# Public Safety Compression Adjustments

The City Manager recommends the following Compression Pay Adjustments effective July 1, 2020:

## Police Department

- For Police Officers below supervisor level (\*Except as noted below):
- **Proposed base salary increase based on the following:**
  - Current new recruit officers: \$100
  - Years of service based salary increases based on July 1 (1/2 years of service rounded up) for officers with annual salary below \$51,000 (84 hour salary):
    - 1 year - \$500
    - 2 years - \$750
    - 3 years - \$1,000
    - 4 years - \$1,250
    - 5 + years - \$1,500
  - \*Note: For officers with annual salary above \$51,000 (84 hour salary) and supervisors who were promoted after implementation of last year's pay study:
    - Base salary increase of \$500
- **Approximate Salary/Benefit Cost: \$34,000**

## Fire Department

- For Firefighters below supervisor level
- **Proposed base salary increase based on the following:**
  - Current new firefighter recruits: \$100
  - Years of service based salary increases based on July 1 (1/2 years of service rounded up) for firefighters with annual salary below \$51,000:
    - 1 year - \$500
    - 2 years - \$750
    - 3 years - \$1,000
    - 4 years - \$1,250
    - 5 + years - \$1,500
  - For firefighters (non-supervisors) with annual salary above \$51,000:
    - Base salary increase of \$500
- **Approximate Salary/Benefit Cost: \$31,000**

## Fire Department – Emergency Communications

- For Communications Officers below supervisor level
- **Proposed base salary increase based on the following:**
  - Recently hired Communications Officers: \$100
  - Years of service based salary increases based on July 1 (1/2 years of service rounded up) for Communications Officers with annual salary below \$40,000:
    - 1 year - \$500
    - 2 years - \$750
    - 3 years - \$1,000
    - 4 years - \$1,250
- **Approximate Salary/Benefit Cost: \$6,100**

## Sheriff's Office

- For full-time Deputy Sherriff staff below supervisor level (\*Except as noted below)
- **Proposed base salary increase based on the following:**
  - Years of service based salary increases based on July 1 (1/2 years of service rounded up):
    - 1 year - \$500
    - 2 years - \$750
    - 3 years - \$1,000
    - 4 years - \$1,250
    - 5 + years - \$1,500
  - \*Note: For previous Deputy Sheriff staff promoted since the last pay study (who did not receive a supervisor's percentage increase from the pay study) and Deputy Sheriff Staff with annual salary above \$42,000:
    - Base salary increase of \$500
- **Approximate Salary/Benefit Cost: \$8,000**