

Compression Adjustments – Summary

5/11/21

The City Manager recommends the following Compression Pay Adjustments effective July 1, 2021, following implementation of the 2% cost of living adjustment:

Police Department

For Sergeants, Lieutenants, and Captains:

1). Increase salary to proposed new minimum, if below:

- Sergeant: \$63,000
- Lieutenant: \$70,000
- Captain: \$78,000

2). For most positions, provide an additional base salary increase based on year promoted to current position:

- 2020 - \$300
- 2019 - \$600
- 2016 – 2017 - \$900

3). Targeted compression increase for specific situation:

- A subordinate level employee's salary would be above higher rank position following the increases in sections 1 and 2 above. The higher rank position's salary is increased to match the subordinate employee and then the base salary compression increase in section 2 is applied.

Approximate Salary/Benefit Cost for Police Department: \$52,500

Fire Department

For Fire Lieutenants and Battalion Chiefs:

1). Increase salary to proposed new minimum, if below:

- Fire Lieutenant: \$63,000
- Battalion Chief: \$70,000

2). For most positions, provide an additional base salary compression increase based on year promoted to current position:

- 2020 - \$300
- 2019 - \$600
- 2017 - 2018 - \$900
- 2011 - \$1,200
- Prior to 2011 - \$1,600

3). Targeted compression increases for specific situations:

- One long-tenured supervisor's salary is increased to a level close to another long-tenured supervisor of the same rank following the increases in section 2 above.
- A subordinate level employee's salary would be above two higher rank positions following the increases in sections 1 and 2 above. The two higher rank positions' salaries are increased to match the subordinate employee and then the base salary compression increases in section 2 are applied.

Approximate Salary/Benefit Cost for Fire Department: \$35,800

Fire – Emergency Communications

For Communication Supervisors:

1). Increase salary to proposed new minimum:

- Communications Supervisor: \$49,400

2). Provide a base salary compression increase based on year promoted to current position:

- 2020 - \$300

Approximate Salary/Benefit Cost for Fire – Emergency Communications: \$13,200

Public Works

For one Public Works Supervisor:

1). Increase salary to same level as a subordinate employee

2). Add a base salary compression increase in the amount of \$300

Approximate Salary/Benefit Cost for Public Works: \$2,500

Approximate Total Salary/Benefit Cost: \$104,000