

## ATTACHMENT A

PURPOSE – The following information reflects the new salary structure for the Police sworn classifications to assist with attracting and retaining staff who will serve the largest municipal population in the state. Newly proposed changes are identified in bold. Deletions are indicated by strikethrough.

**Police Recruit (NC)** (Job Code: 62200; Salary Plan: 007; Grade: ~~400~~ **450**; Benefit Category: 004; FLSA Status: Hourly)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/11/22 Rates	Hourly	<del>\$19.98</del>	<del>\$20.85</del>	<del>\$21.78</del>	<del>\$22.84</del>	<del>\$23.96</del>	<del>\$25.19</del>	<del>\$26.36</del>	<del>\$29.31</del>
	Annual	<del>\$41,558</del>	<del>\$43,368</del>	<del>\$45,302</del>	<del>\$47,507</del>	<del>\$49,837</del>	<del>\$52,395</del>	<del>\$54,829</del>	<del>\$60,965</del>
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$33.01</b>	<b>\$34.66</b>						
	<b>Annual</b>	<b>\$68,661</b>	<b>\$72,093</b>						

**Police Officer** (Job Code: 62210; Salary Plan: 007; Grade: ~~428~~ **451**; Benefit Category: 004; FLSA Status: Hourly)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
7/11/22 Rates	Hourly	<del>\$23.17</del>	<del>\$24.39</del>	<del>\$25.80</del>	<del>\$27.31</del>	<del>\$28.92</del>	<del>\$30.58</del>	<del>\$32.32</del>	<del>\$34.89</del>	<del>\$38.47</del>
	Annual	<del>\$48,194</del>	<del>\$50,731</del>	<del>\$53,664</del>	<del>\$56,805</del>	<del>\$60,154</del>	<del>\$63,606</del>	<del>\$67,226</del>	<del>\$72,571</del>	<del>\$80,018</del>
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$34.99</b>	<b>\$36.65</b>	<b>\$38.39</b>	<b>\$40.22</b>	<b>\$42.13</b>	<b>\$44.13</b>	<b>\$46.23</b>	<b>\$48.43</b>	<b>\$50.74</b>
	<b>Annual</b>	<b>\$72,779</b>	<b>\$76,232</b>	<b>\$79,851</b>	<b>\$83,658</b>	<b>\$87,630</b>	<b>\$91,790</b>	<b>\$96,158</b>	<b>\$100,734</b>	<b>\$105,539</b>

**Police Sergeant** (Job Code: 62220; Salary Plan: 011; Grade: ~~634~~ **650**; Benefit Category: 006; FLSA Status: Hourly)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/11/22 Rates	Hourly	<del>\$36.73</del>	<del>\$38.56</del>	<del>\$40.49</del>	<del>\$42.52</del>	<del>\$44.63</del>	<del>\$46.87</del>	<del>\$49.22</del>	<del>\$54.63</del>
	Annual	<del>\$76,398</del>	<del>\$80,205</del>	<del>\$84,219</del>	<del>\$88,442</del>	<del>\$92,830</del>	<del>\$97,490</del>	<del>\$102,378</del>	<del>\$113,630</del>
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$50.95</b>	<b>\$53.28</b>	<b>\$55.71</b>	<b>\$58.25</b>	<b>\$60.91</b>	<b>\$63.69</b>	<b>\$66.60</b>	
	<b>Annual</b>	<b>\$105,976</b>	<b>\$110,822</b>	<b>\$115,877</b>	<b>\$121,160</b>	<b>\$126,693</b>	<b>\$132,475</b>	<b>\$138,528</b>	

**Police Lieutenant** (Job Code: 62230; Salary Plan: 011; Grade: ~~638~~ **651**; Benefit Category: 006; FLSA Status: Hourly)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/11/22 Rates	Hourly	\$43.95	\$46.27	\$48.59	\$51.01	\$53.56	\$56.23	\$59.04	\$65.56
	Annual	\$91,416	\$96,242	\$101,067	\$106,101	\$111,405	\$116,958	\$122,803	\$136,365
Proposed Rates	Hourly	\$66.75	\$69.93	\$73.26	\$76.75	\$80.42			
	Annual	\$138,840	\$145,454	\$152,381	\$159,640	\$167,274			

**Police Commander** (Job Code: 62240; Salary Plan: 026; Grade: ~~862~~ **865**; Benefit Category: 016; FLSA Status: Exempt)

		Min		Max
7/11/22 Rates	Hourly	\$50.64	PERFORMANCE RANGE	81.03
	Annual	\$105,331		\$168,542
Proposed Rates	Hourly	\$80.42	PERFORMANCE RANGE	\$100.53
	Annual	\$167,274		\$209,102

**Police Commander\*Asst Chief** (Job Code: 62242; Salary Plan: 027; Grade: ~~960~~ **970**; Benefit Category: 018; FLSA Status: Exempt)

		Min		Max
7/11/22 Rates	Hourly	\$54.94	PERFORMANCE RANGE	\$93.41
	Annual	\$114,275		\$194,293
Proposed Rates	Hourly	\$90.48	PERFORMANCE RANGE	\$108.58
	Annual	\$188,198		\$225,846

**Police Commander\*Exec Asst Chf** (Job Code: 62243; Salary Plan: 027; Grade: ~~962~~ **972**; Benefit Category: 018; FLSA Status: Exempt)

		Min		Max
7/11/22 Rates	Hourly	\$59.62	PERFORMANCE RANGE	\$101.37
	Annual	\$124,010		\$210,850
Proposed Rates	Hourly	\$99.53	PERFORMANCE RANGE	\$114.46
	Annual	\$207,022		\$238,077

**Police Chief (NC)** (Job Code: 62690; Salary Plan 027; Grade 966 **976**; Benefit Category: 018; FLSA Status: Exempt)

		Min		Max
7/11/22 Rates	Hourly	<del>\$68.78</del>	PERFORMANCE RANGE	<del>\$116.92</del>
	Annual	<del>\$143,062</del>		<del>\$243,194</del>
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$107.00</b>	<b>PERFORMANCE RANGE</b>	<b>\$139.10</b>
	<b>Annual</b>	<b>\$222,560</b>		<b>\$289,328</b>

**Police Officer\*Pilot** (Job Code: 62211; Salary Plan: 007; Grade: 429 **452**; Benefit Category: 004; FLSA Status: Hourly)

		Step 1	Step 2	Step 3
7/11/22 Rates	Hourly	<del>\$39.92</del>		
	Annual	<del>\$83,034</del>		
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$47.98</b>	<b>\$50.26</b>	<b>\$52.65</b>
	<b>Annual</b>	<b>\$99,798</b>	<b>\$104,541</b>	<b>\$109,512</b>

**Police Officer\*Rescue Pilot** (Job Code: 62212; Salary Plan: 007; Grade: 430 **453**; Benefit Category: 004; FLSA Status: Hourly)

		Step 1	Step 2	Step 3
7/11/22 Rates	Hourly	<del>\$41.41</del>		
	Annual	<del>\$86,133</del>		
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$49.76</b>	<b>\$52.13</b>	<b>\$54.61</b>
	<b>Annual</b>	<b>\$103,501</b>	<b>\$108,430</b>	<b>\$113,589</b>

**Police Officer\*Flight Instr** (Job Code: 62213; Salary Plan: 007; Grade 434 **454**; Benefit Category: 004; FLSA Status: Hourly)

		Step 1	Step 2	Step 3
7/11/22 Rates	Hourly	<del>\$42.96</del>		
	Annual	<del>\$89,357</del>		
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$51.64</b>	<b>\$54.09</b>	<b>\$56.66</b>
	<b>Annual</b>	<b>\$107,411</b>	<b>\$112,507</b>	<b>\$117,853</b>

**Police Officer\*Chief Pilot** (Job Code: 62214; Salary Plan: 007; Grade: 432 **455**;

Benefit Category: 004; FLSA Status: Hourly)

		Step 1	Step 2	Step 3
7/11/22 Rates	Hourly	<del>\$44.54</del>		
	Annual	<del>\$92,643</del>		
<b>Proposed Rates</b>	<b>Hourly</b>	<b>\$53.53</b>	<b>\$56.07</b>	<b>\$58.74</b>
	<b>Annual</b>	<b>\$111,342</b>	<b>\$116,626</b>	<b>\$122,179</b>