

ATTACHMENT B

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	\$19.98	\$20.85	\$21.78	\$22.84	\$23.96	\$25.19	\$26.36	\$29.31
	Annual	\$41,558	\$43,368	\$45,302	\$47,507	\$49,837	\$52,395	\$54,829	\$60,965
Proposed Rates	Hourly	\$33.01	\$34.66						
	Annual	\$68,661	\$72,093						

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	\$23.17	\$24.39	\$25.80	\$27.31	\$28.92	\$30.58	\$32.32	\$34.89	\$38.47
	Annual	\$48,194	\$50,731	\$53,664	\$56,805	\$60,154	\$63,606	\$67,226	\$72,571	\$80,018
Proposed Rates	Hourly	\$34.99	\$36.65	\$38.39	\$40.22	\$42.13	\$44.13	\$46.23	\$48.43	\$50.74
	Annual	\$72,779	\$76,232	\$79,851	\$83,658	\$87,630	\$91,790	\$96,158	\$100,734	\$105,539

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	\$36.73	\$38.56	\$40.49	\$42.52	\$44.63	\$46.87	\$49.22	\$54.63
	Annual	\$76,398	\$80,205	\$84,219	\$88,442	\$92,830	\$97,490	\$102,378	\$113,630
Proposed Rates	Hourly	\$50.95	\$53.28	\$55.71	\$58.25	\$60.91	\$63.69	\$66.60	
	Annual	\$105,976	\$110,822	\$115,877	\$121,160	\$126,693	\$132,475	\$138,528	

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	\$68.78	PERFORMANCE RANGE	\$116.92
	Annual	\$143,062		\$243,194
Proposed Rates	Hourly	\$107.00	PERFORMANCE RANGE	\$139.10
	Annual	\$222,560		\$289,328

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	\$39.92		
	Annual	\$83,034		
Proposed Rates	Hourly	\$47.98	\$50.26	\$52.65
	Annual	\$99,798	\$104,541	\$109,512

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	\$41.41		
	Annual	\$86,133		
Proposed Rates	Hourly	\$49.76	\$52.13	\$54.61
	Annual	\$103,501	\$108,430	\$113,589

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	\$42.96		
	Annual	\$89,357		
Proposed Rates	Hourly	\$51.64	\$54.09	\$56.66
	Annual	\$107,411	\$112,507	\$117,853

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	\$44.54		
	Annual	\$92,643		
Proposed Rates	Hourly	\$53.53	\$56.07	\$58.74
	Annual	\$111,342	\$116,626	\$122,179