



**HUMAN RESOURCES**

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CITY OF DURHAM

# Police and Fire Pay Plans

Mid-year Adjustment | January 6, 2022

# Current Issues

- High turnover among sworn Police and Fire
- Difficulty recruiting
- High number of vacancies

These issues are affecting operations.

Adjusting the sworn Police and Fire pay structures is one way to address these issues.



# About the Sworn Pay Plans

Sworn Police and Fire are on separate step plans, implemented in 2017. Plans were designed to be adjusted regularly to align with the market. Employees can also move up a step based on performance to increase pay.

**Structure Adjustments:** If market indicates need for higher rates, all mins, maxs and pay steps in between are adjusted; employees receive a **market adjustment** increase equal to percentage applied to structure.

**Performance Based Step Movement:** Appraisals conducted on anniversary dates result in employee moving up one pay step (5% **merit increase**) for effective performance.

2018: No Structure Adjustment. Performance Based Step Movement

2019: No Structure Adjustment. Performance Based Step Movement

2020: No Structure Adjustment. No Performance Based Step Movement

June 19, 2021: Structure Adjustments to Police Plan by 4% and Fire Plan by 3.5%  
Acknowledged upon implementation further adjustment would be required  
Employees received 4% (Police) or 3.5% (Fire) Market Adjustment  
No Performance Based Step Movement  
Bonuses awarded for effective performance



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# Process & Findings

Market survey of 13 municipalities in August 2021

Data was collected on all ranks

- Police average lag of 12%
- Fire average lag of 10%

Draft plans discussed with Police and Fire Administration and Employee Groups, feedback considered in final decision



# Recommendation

Adjust rank minimums based on market analysis and internal equity alignment of ranks within public safety

- Maintain 5% pay steps within salary ranges
- Police Recruit adjusted by 10.6%
- Fire Recruit adjusted by 14.3%
- Other ranks – adjustments guided by market and equity alignment

If approved, effective 1/18/2022, applied to 1/28 paychecks

- \$4,007,034 for remainder of year.



# Proposed Police Pay Plan

Classification Title	Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Police Recruit	P1	42,593											
Police Officer	P2	46,998	49,348	51,816	54,407	57,127	59,983	62,982	66,132	69,438	72,910		
Senior Patrol Officer/Investigator	P3	51,816	54,406	57,127	59,983	62,982	66,131	69,438	72,910	76,555	80,383	84,402	88,622
Police Corporal	P4	56,471	59,295	62,260	65,373	68,641	72,073	75,677	79,461	83,434	87,606	91,986	
Police Sergeant	P5	65,657	68,940	72,387	76,006	79,807	83,797	87,987	92,386	97,006	101,856	106,949	
Police Lieutenant	P6	72,059	75,661	79,445	83,417	87,588	91,967	96,565	101,394	106,463	111,786		
Police Captain	P7	77,230	81,092	85,147	89,404	93,874	98,568	103,496	108,671	114,105	119,810		

# Proposed Fire Pay Plan

Classification Title	Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Fire Recruit	F1	40,682										
Firefighter	F2	42,966	45,115	47,370	49,739	52,226	54,837	57,579	60,458	63,481	66,655	69,988
Fire Driver/Senior Firefighter/Fire Inspector II	F3	52,739	55,376	58,145	61,052	64,105	67,310	70,675	74,209	77,920	81,815	
Fire Captain/ Assistant Fire Marshal	F4	66,348	69,665	73,149	76,806	80,646	84,679	88,913	93,358	98,026	102,927	108,074
Battalion Fire Chief/Deputy Fire Marshal	F5	74,254	77,967	81,865	85,959	90,257	94,770	99,508	104,483	109,708	115,193	
Division Fire Chief	F6	93,149	97,807	102,697	107,832	113,223	118,884	124,829	131,070	137,624	144,505	
Assistant Fire Chief/Fire Marshal	F7	98,087	102,991	108,141	113,548	119,225	125,187	131,446	138,018	144,919	152,165	



# Market Comparisons

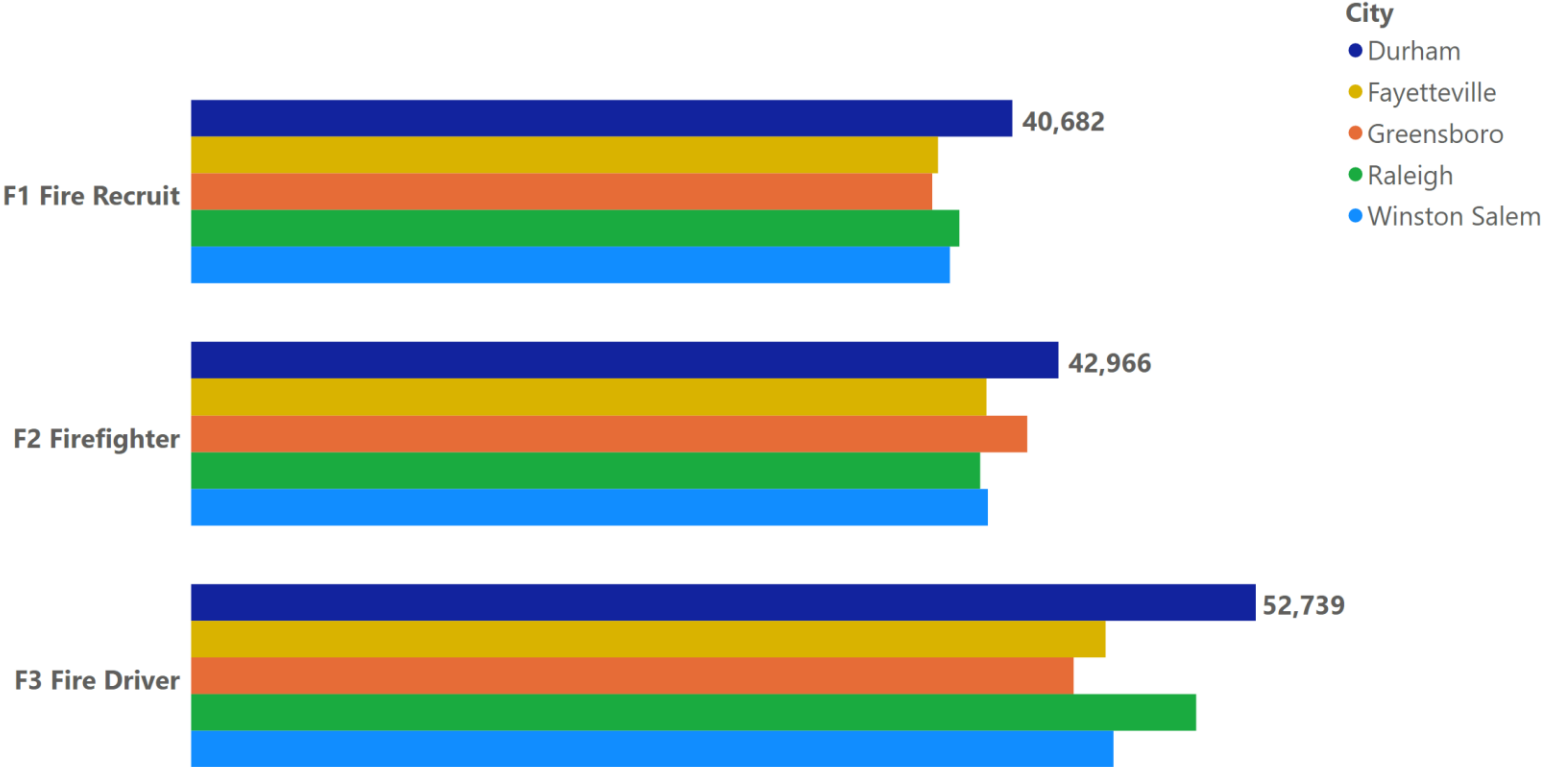
Data from all cities was used to construct the market ranges.

Comparisons are shown for those cities most similar to Durham.

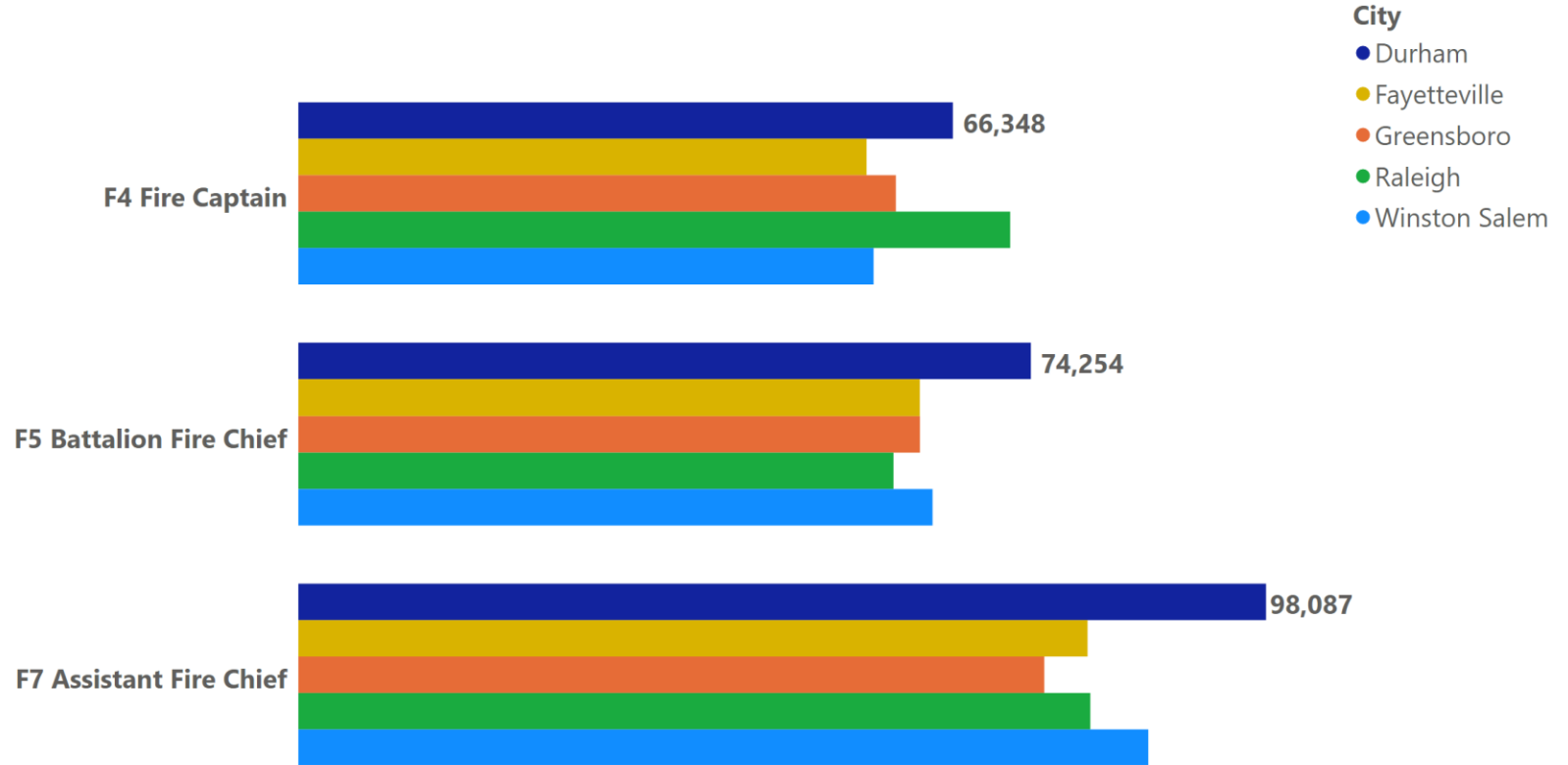




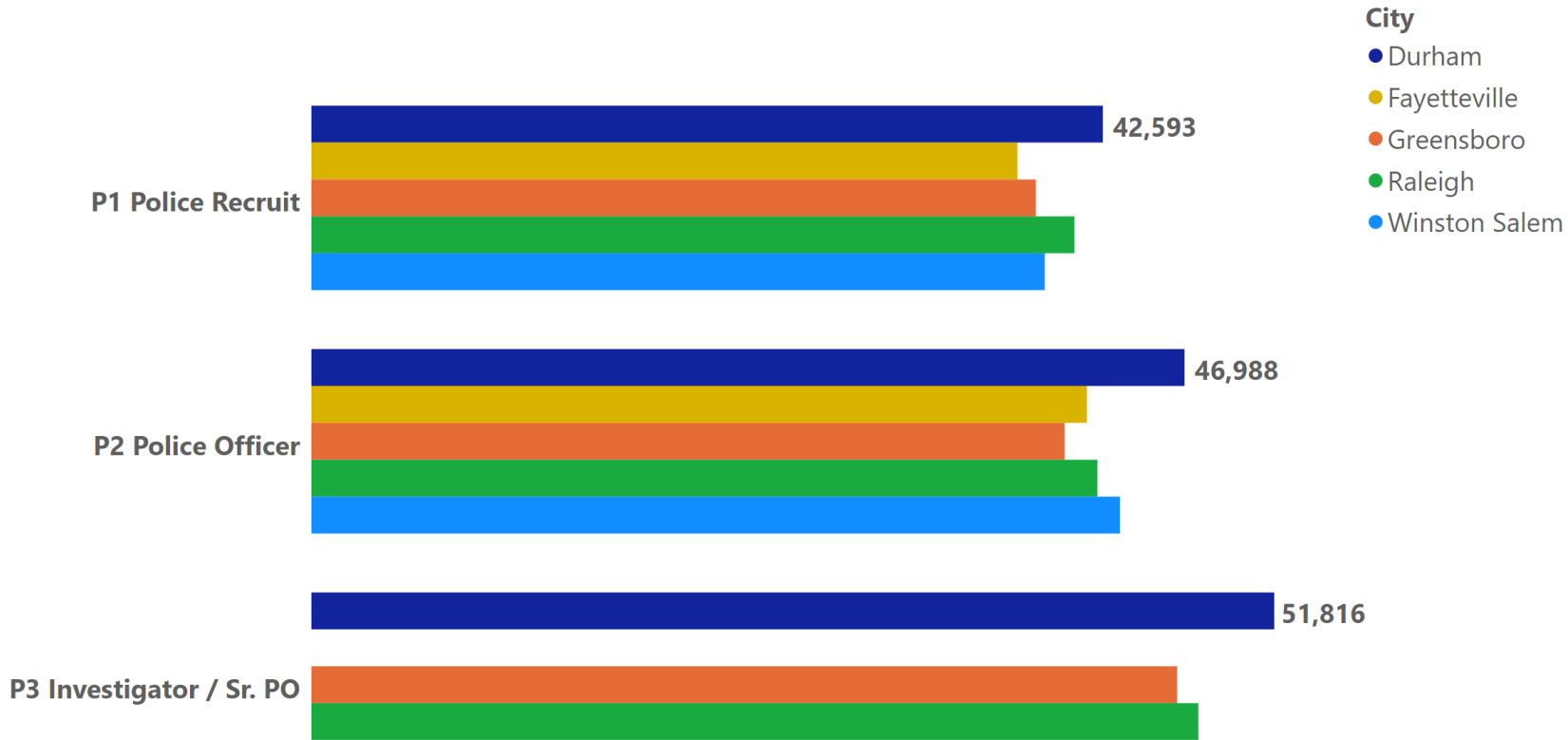
# Market Comparisons: Fire



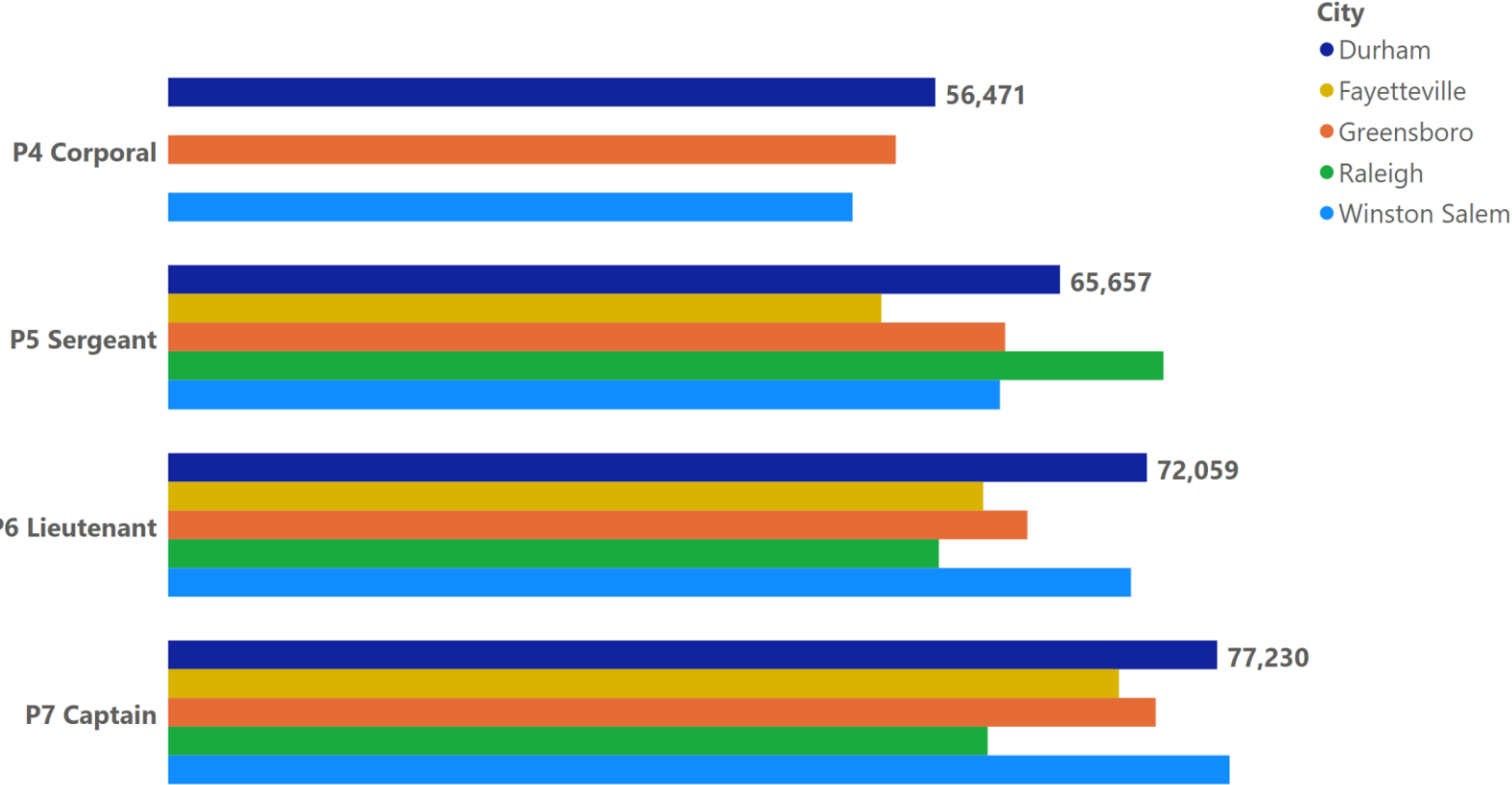
# Market Comparisons: Fire (Cont.)



# Market Comparisons: Police



# Market Comparisons: Police (Cont.)



# Next Steps

- Market Adjustment to be applied to sworn employees' 1/28/2022 paychecks
- Merit Increase (5% step movement) will be considered through FY23 budget process
- Administration will continue monitoring staffing issues and make recommendations when needed



Questions?



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# APPENDIX



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# Additional Background Information

- Police and Fire Annual Salaries reflect Durham Minimum Livable Wage
- Compression formula is not applicable to these pay plan adjustments



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